



Shadow Report - Implementation of the Roma Strategy in the Republic of Macedonia in the years 2016 and 2017*

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Abbreviations

EARM	Employment Agency of the Republic of Macedonia
JSCRBP	Joint Stock Company for Construction and Management of Residential and Business Property of Importance for the Republic of Macedonia – Skopje
RIPC	Request for information of public character
CSOs	Civil society organizations
SSO	State Statistical Office of the Republic of Macedonia
LSGU	Units of local self-government
EU	European Union
IPA	Instrument for Pre-accession Assistance
LAP	Local Action Plan
MwP	Minister without Portfolio
MOES	Ministry of Education and Science
MTC	Ministry of Transport and Communications
MLSP	Ministry of Labor and Social Policy
NAP	National Action Plan
NCB	National Coordinating Body for Implementation of the Roma Strategy
DISR	Department for Implementation of the Roma Strategy
RIC	Roma Information Center
RM	Republic of Macedonia
FG	Focus groups
CEA	Center for Economic Analyses
CSW	Center for Social Work

Introduction

The 2014-2020 Roma Strategy in the Republic of Macedonia (hereinafter the Strategy) represents a continuity of the previous strategy that covered the period from 2005 to 2015. This Strategy has been transposed into four action plans² referring to the same number of priorities as identified in this national strategic document.

The implementation of the Strategy and the National Action Plans is within the competence of the line ministries and in accordance with the priority areas. Nevertheless, a significant part of the identified and expected results set out in the plans are activities that have been or were to have been implemented by the civil society organizations.

The monitoring and the scope of implementation of these plans according to the Strategy have been defined to be within the competence of the working group of the Government, that is, the National Coordinating Body for Implementation of the Roma Strategy, as a structure that is to monitor and direct the implementation of the strategies and the policies for social inclusion and integration of Roma.

With regard to the budgetary implications on the budget of the Republic of Macedonia, these same four line ministries (Ministry of Labor and Social Policy, Ministry of Transport and Communications, Ministry of Education and Science and Ministry of Health), as well as the Minister without Portfolio who is in charge of the implementation of the Roma Strategy (as a National Coordinator) with dedicated funds from the Budget of the Republic of Macedonia, implement a budget subprogram entitled Support to the Implementation of the Roma Strategy. For certain budget beneficiaries there are additional subprograms that are within the priorities (such as the Ministry of Education with the subprogram Project for Support of Secondary Education for Roma, Subprogram for Construction of social housing apartments of the Ministry of Transport and Communications, etc.). The amount of the budgets for the subprograms varies from one year to another, however with an upward trend considering the absolute value of the allocated funds. The sources of financing are the basic budget account of the Republic of Macedonia, as well as donations account of the Budget of Republic of Macedonia.

In conditions of a systemic lack of adequate performance monitoring systems (both in terms of budgeting - performance budgeting and in the implementation of performance measurement), it is necessary to establish a system for monitoring the level of implementation of the Strategy, that is, the achievements and the outcomes.

Hence, the two partner organizations, the Center for Economic Analyses (CEA) Skopje and the Institute for Research and Policy Analyses - Romalítico, supported by a grant from the Institute Open Society Foundation in cooperation with Roma Initiatives of the Open Society Foundation, drew up this report as an overview of the achievements in 2016, that is, the implementation from both operational and budgetary perspective, as well as for 2017 to an extent to which information is available.

The purpose of this report is to provide a perspective and an overview of the implemented measures from the national strategic documents in 2016, to exchange them with the stakeholders and to refer to possible directions for improvement in conformity with the citizens' requirements and priorities.

Secondary and primary data were used in the collection of information and data for the drafting of this document. The secondary data and information used in this document are

² The National Action Plans (NAPs) were adopted in 2006 (with the exception of the Health NAP that was adopted in the year 2015).

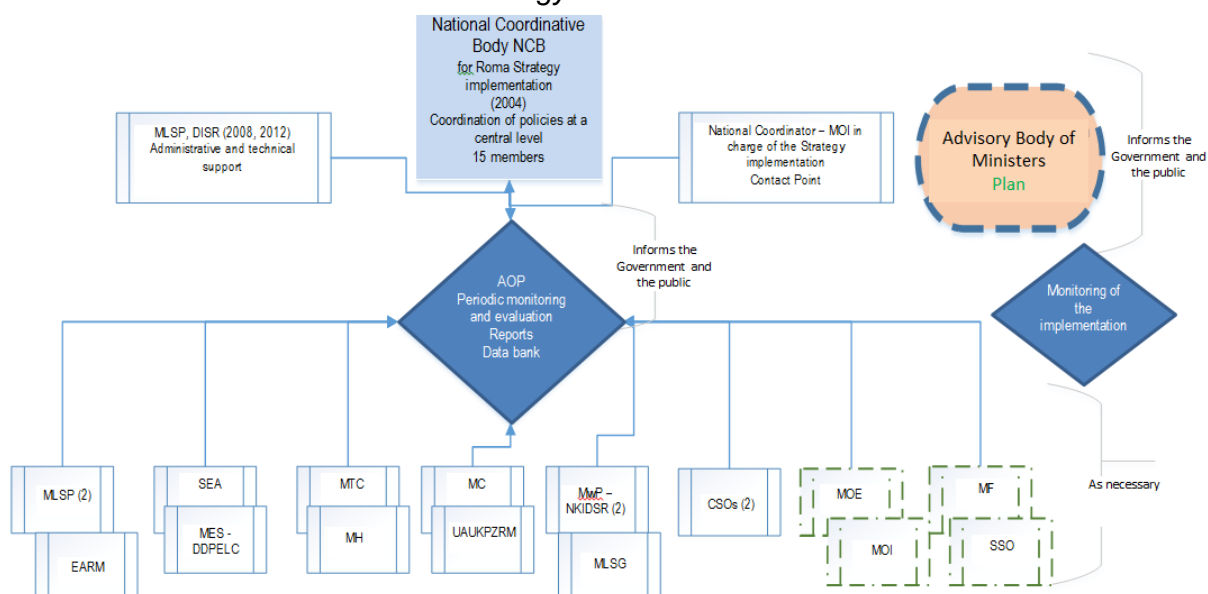
mainly based on the strategic documents and the National Action Plans, as well as documents published and made available by the relevant ministries. The primary data are collected by means of interviews with the representatives from the responsible institutions that are/were members of the NCB, as well as by means of information collected with a Request for information of public character. The findings in this document were further discussed and exchanged with other CSOs that work/worked in some or all priority areas through organization and facilitation of focus groups and for the purpose of collecting a more extensive range of information that the civil society sector had in the Republic of Macedonia.

1. Institutional set up

The existence and the operational stagnation in the functioning of the National Coordinating Body as an inter-ministerial body that is to monitor the progress of the implementation of the medium-term strategy in the reviewed period, is a significant challenge with reference to the institutional functioning, which *inter alia* is due to the relatively prolonged political crisis in Macedonia which culminated in 2016/2017.

The inconsistent role, both in political and operational terms, as well as the role in the monitoring of the strategic document implementation, particularly pronounced between the two ministries (the MLSP through the Department for Implementation of the Roma Strategy – DISR on one hand, and the Ministry without Portfolio on the other), still continues.

Visual representation of the institutional positioning: implementation and monitoring of the Strategy and the NAP



Source: Representation of the institutional positioning for implementation and monitoring of the Roma Strategy, representation by the authors on the basis of the Strategy and conclusions of the 50th Session of the Government in 2018

1.1. National Roma Contact Point

The National Roma Contact Point in the Republic of Macedonia is and continues to be the Minister without Portfolio in charge of the implementation of the Strategy for improvement of the situation of the Roma in the Republic of Macedonia (hereinafter the MwP).

At the end of 2017, the Minister without Portfolio, who has been appointed since the end of May 2017, was changed. This Minister became a Member of the Parliament of the Republic of Macedonia, and another Minister without Portfolio was appointed to the position, tasked with the implementation of the Roma Strategy in the Republic of Macedonia.

Even though the MwP was changed at the end of 2017 (December 25th, 2017), by the end of January 2018, the data and the information including the contact information on the official website of the ministry (<http://www.mbr-ds.gov.mk>) were outdated.

In spite of the fact that the change and promotion have been announced for a long time, with an announcement on the official website, the information has not been updated yet³. In addition, when requesting information about an official e-mail of the “new” minister (mid-January) 2018, it does not exist, i.e. it has not been created yet. A change to the website was noticed at the beginning of February when few updates about meetings that took place were published⁴.

In the same period, a deficiency was observed, that is, a lack of published information and announcements of any informative character on the official website of the Ministry without Portfolio, which additionally reduces the information transfer to the public regarding the novelties within the Ministry without Portfolio. Since February, the information transfer about meetings of the Ministry without Portfolio with other ministers and institutions has intensified.

The position of the previous minister regarding the promotion of the situation of the Roma in Macedonia was focused on improving the social situation of the Roma with a particular emphasis on social and labor policies. Namely, when promoting the planned program, the Minister stated that *“The emphasis and the priority of my cabinet will be the fields of housing, education and employment by promoting new self-employment programs by the Employment Agency. These are our priorities set for the end of 2017 and for the following 2018,” the minister stated.*⁵

During the month of November 2017, and after a long period of time, the MwP in cooperation with the MLSP-DISR organized a Roma Seminar in Macedonia.

³ <http://www.mbr-ds.gov.mk/?q=taxonomy%2Fterm%2F4>, seen on 25.01.2017

⁴ <http://www.mbr-ds.gov.mk/?q=node>, seen on 06.02.2018

⁵ <http://a1on.mk/archives/765010>, seen on 25.01.2017

1.2. The inter-ministerial body

The inter-ministerial coordinative body in Macedonia was (formally) established as early as 2004⁶ as a National Coordinating Body for Implementation of the Roma Strategy (hereinafter the abbreviation NCB will be used as an abbreviation for the national inter-ministerial coordinative body for implementation of the Roma Strategy). With the establishment of the DISR within the MLSP (in 2008, and which started to function in 2012), the responsibility for the coordination of the NCB's operation (as a policy coordinating body at a central level) is divided between the two institutions, whereby the focus of the DISR was: "cooperation with the National Coordinating Body and administrative and technical support of the National Coordinating Body".

The NCB was established with a specific **role** and as a structure that is to monitor and direct the implementation of strategies and policies for social inclusion and integration of Roma. Namely, in the document Revision of the 2005-2015 National Action Plans of the Decade of Roma Inclusion, and for the period 2009-2011⁷, it is stipulated that the NCT is to have and has the following responsibilities:

- To ensure effective coordination among the state institutions and civil society organizations;
- To monitor the implementation of the National Action Plans from the 2005-2015 Decade of Roma Inclusion;
- To advise the National Coordinator and the Unit regarding the required leading measures for the purpose of ensuring proper implementation of the National Action Plans⁸

Furthermore, the 2014-2020 Roma Strategy in the Republic of Macedonia⁹ defines the competences of the NCB, as follows:

- Designs and implements strategic planning processes;
- Drafts relevant Strategies and Action Plans;

These competencies are further elaborated (for more information, please refer to the Strategy - pages 122 to 125), *inter alia*, by initiating drafting of annual operational plans (AOP), periodic monitoring and evaluation including drawing up of reports, as well as a data bank on social inclusion of Roma.

Nevertheless, such documents pertaining to the annual planning at an operational level or reports on monitoring and evaluation of the achievements of the Strategy did not exist or were not available for the reviewed period.

The Strategy points out the following: "The work of the NCB is to be managed by the Ministry of Labor and Social Policy in cooperation with the Cabinet of the National Coordinator of the Decade and the Roma Strategy". However, the vague division of competences and responsibility for coordinating the work of the NCB between the MLSP (the Department for Implementation of the Strategy and the Decade of Roma Inclusion) and the Ministry without Portfolio, continues to exist in the current period.

⁶ Roma Strategy in the Republic of Macedonia 2014 – 2020

<http://www.mtsp.gov.mk/content/pdf/strategii/Strategija%20za%20Romite%20vo%20RM%202014-2020.pdf>

⁷ <http://www.mbr-ds.gov.mk/files/documents/RevisedNAPsRomaDecade2005-2015-period2009-2011MK.pdf>,

http://www.mtsp.gov.mk/WBStorage/Files/revizija_nap_dekada.pdf

⁸ Ibid.

⁹ Roma Strategy in the Republic of Macedonia 2014 – 2020, Page 124

The decisions on appointment or change of the members of the NCB in the Official Gazette of the Republic of Macedonia were not being published for a long time, hence the information on the latest nominated and elected members according to the available data in the Official Gazette (12/2012) is outdated and the members' mandates have already ended some time ago (a two-year mandate with a possibility for a reelection). In addition, the coordination during the reviewed period of 2016-2017 stalled. The unofficial information (lacking public information or minutes) indicates that there were two meetings of the NCB during 2016 and one or two meetings at the beginning of 2017. However, the attendance i.e. the presence of the members is unsatisfactory especially in relation to the regular presence of all members of CSOs¹⁰, as well as the conclusions reached at these meetings.

The selection of representatives of CSOs in the NCB (a total of 15 members out of whom 2 representatives from the civil sector) is a process that is (to be) based on a consensus of representatives of the civil society organizations, that is, with a selection of representatives through a process which is self-facilitated by the CSOs.

Thus, the role of the NCB for monitoring and directing the implementation of the Strategy has been unsatisfactorily implemented in this period. There is a lack of transparency in regard to the announcement of the work and the conclusions of the meetings. There are no publicly available reports or conclusions from these meetings. This additionally highlights a lack of an established process of monitoring the implementation of the Strategy in an adequate or any form. Consequently, there is a hindered coordination of the different ministries involved in the implementation of the action plans arising from the Strategy.

There have been informal announcements since the end of 2017 that the work of the NCB will be "renewed" and operationalized. However, this has not been performed yet (end of January 2018)¹¹.

On the basis of the Draft Minutes of the Fiftieth Session of the Government held on January 23rd, 2018, conclusions have been adopted according to which the Minister without Portfolio is appointed and in charge of several points related to the implementation of the Roma Strategy, which *inter alia* include the following: his designation as a National Coordinator for implementation of the Strategy and the NAP, as well as a National Contact Point for the Integration of Roma 2020 Project stipulate that he is to be in charge of the coordination of the Strategy revision and the NAP by December 2018, to prepare a draft decision on the establishment of an **Advisory Body of Ministers** for monitoring the NAPs, to draft a monitoring plan and establish a NCB by March 2018 and to prepare one annual analysis of the general public policies with all priority areas. Additionally, the MwP is obligated, at least three times a year, to hold meetings with the CSOs and every four months to brief the Government about the activities with reference to the Roma Strategy and the NAP and to inform the public about the implementation, etc.

According to the same conclusion, by September the ministries are obligated to integrate the activities from the Strategy and the NAP with the annual plans and programs by budgeting funds. The Ministry of Local Self-Government is obligated to support the creation of LAPs, and to support their implementation, etc.

¹⁰ Statements of members of the NCB

¹¹ Seen on 06.02.2018, <http://www.mbr-ds.gov.mk/>

2. Overview of the achievements of the stipulated national strategic priorities

The Roma Strategy in the Republic of Macedonia refers to the period from 2014 to 2020 and dates back to June 2014. The National Action Plans (NAPs), which arise from the Strategy, were adopted two years later, more specifically in April 2016 (with the exception of the Healthcare NAP which was adopted in December 2015, while an action plan on culture has not been drawn up yet). Nonetheless, in spite of the delay, these action plans represent a basis for preparation of the annual operational plans, as well as a basis for monitoring the achievements in the strategic planning period.

An adequate system for monitoring the achievements is missing in all priority areas for which an NAP has been prepared. Primarily, the limitation is a result of a lack of constantly measurable and comparable initial indicators (baseline), and in cases when there are such indicators, the time framework is not clearly defined (i.e. whether the initial indicator refers to 2016 or an earlier period, or it is a period of several years up to 2016).

An additional limitation is the unclearly determinable level of achievement of the results for a period of one year (the most common anticipated frequency for measurement prescribed in the NAP).

The Strategy (see more in the Strategy, pages 126-127) sets out a monitoring system by adopting annual operational plans, followed by monitoring of their implementation. However, these operational plans have been stipulated only as financial - budget plans (according to the statements of the representatives from the ministries, but also according to the Strategy¹²), although they were not available.

An annual evaluation, which will be conducted by the NCP, has also been envisaged on an annual and semi-annual basis, and it is to be submitted to the Government and the National Coordinator, but, nevertheless, it will be publicly available and debated as well (by July every year). According to the information from the competent institutions, these reports are not being drafted i.e. they are not publicly available for this period. The Government of the Republic of Macedonia (through a RIPC) provided quarterly reports for 2016, which according to the Government's conclusion from 2012, are being "collected" by the MWP, who submits them to the Government of the Republic of Macedonia. The Government did not receive such reports for 2017.

The non-existence of a system of self-monitoring and evaluation, the vague indicators combined with the lack of reports on the level of measures' implementation, and the NCP's failure to initiate the preparation of annual plans followed by reports on the achievements from the previous period, as well as performance of periodic monitoring and evaluation and generation of periodic reports (in this period as well), represent an obstacle for an adequate monitoring of the achievements and realization of the plans and the Strategy as a whole.

¹² Roma Strategy in the Republic of Macedonia 2014 – 2020, page 93:

"Annual operational plans on the implementation of the Strategy at the level of the relevant national institutions / ministries, government agencies / (budgetary financing);

- In December, the NCT will initiate a preparation of the Annual Operational Plans (AOP) for the implementation of the Roma Strategy in each relevant institution. The plans will be submitted together with reports from periodic monitoring, annual evaluation (for the previous year) and a proposal for the AOP."

Hence, only where a measurement through financial indicators can be performed, the implementation can be measured through the execution of the budget (subprogram), which in itself is not an indicator of the outcomes and the achievements, but rather an input indicator, which does not necessarily correspond to the basic principles of economy, efficiency and effectiveness.

Another observed challenge is the non-existence of statistical data at a national level, and such data would be the basis and the benchmark for comparison purposes. Furthermore, at a local level, for the most part, there is a lack of statistical data that refer to many of the indicators elaborated in the Strategy, that is, in the NAPs.

2.1. Priority: Employment

Planned range

In the 2014-2020 Roma Strategy in the Republic of Macedonia, a strategic commitment has been identified in the priority area - employment: ***Improvement of the conditions and the opportunities for employment and reduced unemployment of the Roma community and, hence, its integration into the social streams in the Republic of Macedonia.***¹³

*The problems and needs that are the subject matter of action in this Strategy have been identified in the subareas: Institutional support for Roma employment and increased employability of the Roma community.*¹⁴

Therefrom are the specific strategic (program) goals as a part of the 2014-2020 Strategy by subareas of action:

1. *Subareas of action: Institutional support for Roma employment*

Specific strategic goal 1: To increase the number of Roma registered in the EARM as well as those engaged in active employment measures from approximately 10% in 2013 to at least 50% by the end of 2020.

2. *Subarea of action: Increased employability of the Roma community*

*Specific strategic goal 2: To increase the employability of the Roma community by creating and implementing incentive policies and programs by the end of 2020.*¹⁵

On the other hand, the defined strategic goal as a part of the NAP from 2016 to 2020 is the following, with expected outcomes:

Strategic goal: Increased opportunities for Roma employment with dignified jobs

Outcomes:

1. *Improved access for Roma to Government employment programs by 2020, especially for Roma women*

¹³ <http://www.mtsp.gov.mk/content/pdf/strategii/Strategija%20za%20Romite%20vo%20RM%202014-2020.pdf>

¹⁴ Ibid.

¹⁵ Ibid.

2. *Higher income and sustainable employment for Roma by 2020, especially for Roma women.*¹⁶

In the 2016-2020 Employment NAP there is an evident lack of measurable and comparable initial indicators and a vaguely defined time period. In addition, there is a lack of reports on the monitoring of the level of implementation of the measures, and consequently, the achievements are not measurable either. On the other hand, only some of the indicated sources of information and data are available for monitoring and hinder the possibility of any comparison and measurement.

The planned scope of this priority area is focused on two essential results, as follows: 1) Roma access to Government employment programs and 2) sustainable employment for Roma with a higher income.

Planned outcomes¹⁷:

Outcome 1: Improved access for Roma to Government employment programs by 2020, especially for Roma women

Outcome 2: Higher income and sustainable employment for Roma by 2020, with a focus on women

Analysis of achievements

The 2014-2020 Roma Strategy in the Republic of Macedonia in the field of employment is implemented through the Ministry of Labor and Social Policy (MLSP). The MLSP implements the Program for Support of the Implementation of the Decade and the Roma Strategy through the EARM in the field of employment.

The MLSP is involved as a holder and a coordinator of the implementation of the Employment NAP. Moreover, it coordinates the work of the Roma Information Centers (RIC) and prepares informative analytical material for their work.

The project Roma Information Centers (RIC) commenced in 2007 and so far, 12 RIC have been established and are operational within the project. In the period from 2014 to 2016, a total of 40.564 Roma contacted the 12 Roma Information Centers, and they requested support for various needs, services, logistical support and information meetings related to entitlement to social protection, healthcare, education, employment, issuance of personal documents, anti-discrimination, housing, etc.¹⁸

1. Subprogram BA Employment Promotion Program

The EARM, through the Employment Promotion Program, incorporates the national active programs and measures for the promotion of employment and services through which they are being realized.

The Employment Strategy and policies stipulated in several strategic documents, aimed at reducing the unemployment in the Republic of Macedonia, have been harmonized with the employment policies adopted by the EU Member States.

¹⁶ http://www.mtsp.gov.mk/content/pdf/dekada/28.7_NAP%20za%20vrobotuvanje_2016x.pdf

¹⁷ NAP Employment, http://www.mtsp.gov.mk/content/pdf/dekada/28.7_NAP%20za%20vrobotuvanje_2016x.pdf

¹⁸ <http://www.mtsp.gov.mk/proekt-romski-informativni-centri.nspix>

The annual operational plan for active programs and measures for employment and services on the labor market for 2016 defines the type of active employment programs and measures, the target groups, the required funds and sources of funds, as well as the specific activities and deadlines for the entities competent for their implementation, in order to successfully implement the employment programs/measures and services stipulated with the Program for Work of the Government of the Republic of Macedonia and Europe 2020 - the European Strategy for Smart, Sustainable and Inclusive Growth.

Namely, in conformity with the response of the RPIC from the EARM, and in terms of the services¹⁹ that it provides, a total of 9.873 unemployed Roma were included in 2016.

A total of 115 Roma were included in the active employment measures in the Republic of Macedonia in 2016.

On the other hand, in 2017, a total of 7.482 unemployed Roma were included in some of the services²⁰ provided by the EARM.

It is important to note that the services for activating individuals at risk of social exclusion and the activation services for young unemployed persons include exclusively those who have been profiled by the mentors, in regard to their personal capacities.

Furthermore, we measure the analysis of achievements in accordance with the planned outcomes and results of the Employment NAP for 2016 and 2017 through a series of indicators (in cases when they are measurable).

Outcome 1: Improved access for Roma to Government employment programs by 2020, especially for Roma women

Indicator 1: A total of 122 Roma, 41 of whom women, successfully became a part of the active labor market measures out of the total number of Roma who applied in 2015. In 2016, the total number of Roma who successfully became a part of the active measures was 115, 49 of whom women. The target specified in the 2015-2015 Employment NAP is at least 200 Roma who are successfully involved in the active employment measures and services, of whom at least 30% are young people and women. According to the data of the EARM, for the period 2015-2016, a total of 237 Roma were involved in the active measures and services, of whom 38% women, which means that the 2016 target has been reached.

In addition, in 2017, a total of 184 Roma successfully became a part of the active employment measures and services, of whom 23% women.

If this trend continues, it will be possible to meet the target by 2020.

¹⁹ Professional orientation and career counseling, job search assistance, motivational training, preparation for employment and work, and education on the use of online services of the EARM, services for activating individuals at risk of social exclusion conducted with UNDP

²⁰ Professional orientation and career counseling, job search assistance, motivational training, preparation for employment and work, and Education on the use of online services of the EARM, services for activating individuals at risk of social exclusion conducted with UNDP and services for activating young unemployed people.

Outcome result 1.1: The Employment Agency has at its disposal qualified staff, appropriate equipment and skills to help unemployed Roma in their job search;

Indicator 1: In line with the operation of the EARM, in 2016 trainings were held for the employees from the employment centers in order to support the unemployed Roma in the process of job search as a segment of the contents for provision of this type of services within a number of other trainings on work with unemployed persons, with a particular emphasis on the vulnerable categories of unemployed persons, including the Roma. Additionally, the employees of the Employment Agency attended trainings organized within the project entitled “Local Integration of Refugees, Internally Displaced Persons and Minority Groups”, as well as other trainings organized by other projects and institutions.

In 2017, the employees of the employment centers attended trainings on development of local action plans for Roma inclusion within the project entitled “Local Integration of Refugees, Internally Displaced Persons and Minority Groups”.

Specific quantitative data on the number of attended trainings and the number of employees from the centers and the Employment Agency are not available.

Outcome result 1.2.1: Development of professional counseling and mentoring programs for the Roma

Indicator 1: In 2016, the EARM realized the Professional Orientation and Career Counseling service, which involved 88 unemployed Roma.

In addition to this type of services, other various employment services were realized, which included information and career counseling (job search assistance, motivational training, preparation for employment and work, education on the use of online services provided by the EARM, services for activating individuals at risk of social exclusion and services for activating young unemployed persons²¹), which included a total of 9.785 unemployed Roma.

In 2017, the Professional Orientation and Career Counseling service was once again provided, whereby it included 57 unemployed Roma, while a total of 7.425 unemployed Roma participated in the other various services such as information, counseling and trainings.

If we measure the successfulness of this indicator, the target by 2020 has already been fulfilled and overcome, assuming that the indicated target is not considered on an annual basis, because this has not been indicated.

Outcome result 1.2.2: Organizing information meetings with unemployed Roma for the purpose of promoting employment opportunities for Roma at a local level

Indicator 1: In conformity with the data from EARM, in 2016, a total of 144 information meetings for employment opportunities were organized, whereas in 2017, a total of 49 information meetings were held, which are not intended exclusively for the Roma, but rather for all unemployed people, including the unemployed Roma.

On the other hand, in compliance with the data from the MLSP, in 2016, 3 informative meetings were organized on the issue of employment and active employment measures, or

²¹ This service was realized in 2017.

a total of 36 meetings in 12 RICs. In 2017, 1 informative meeting was organized on the issue of employment and active employment measures or a total of 12 meetings in 12 RICs.

If the data from the MLSP are considered, as the meetings are targeted exclusively at the Roma, the target for 2016 is 150% fulfilled. Provided that this trend continues, the target will be reached by the end of 2020.

Outcome result 1.2.3: Sharing information on social networks and web portals with reference to Roma employment opportunities.

Indicator 1: Amount of shared information on the web portal romainfo.mk in 2016 - in the employment section there are 3 announcements. However, none of the announcements contains information on employment opportunities. In 2017 again, there was no announcement about employment information. The target of more than 20 shared pieces of information in 2016 was not reached.

Outcome result 1.3: Increase in the number of trained Roma on vocational qualifications for occupations in demand on the labor market.

Indicator 1: Pursuant to the data from the EARM, in 2016 there were 2 active employment measures that included several trainings to meet the need of occupations in the labor market that were in demand. One of the programs was intended exclusively for deaf and blind people. A total of 11 Roma were trained, 3 of whom women. The target for 2016, of 37%, was reached.

In 2017, the program that was intended to meet the demands of the labour market for deaf and blind people was suspended. In accordance with the program intended to meet the need of occupations in demand on the labor market, a total of 8 Roma were trained, 1 of whom a woman. If this trend continues, the 2020 target will not be reached.

Outcome result 1.3.1: Implementation of vocational training programs (for all people, including Roma) for the acquisition of qualifications for occupations in demand on the labor market.

Indicator 1: In 2016, there were 2 active employment measures that included several trainings aimed at meeting the need of occupations in demand on the labor market, of which one program was targeted exclusively at deaf and blind people.

In 2017, the program aimed at meeting the demands of the labour market for deaf and blind people was suspended.

The target for 2016 is 200% reached and if this trend continues, the target will be met by 2020.

Outcome/Result according to the NAP	Competent institution	2016 Target	2016 Achievement	2020 Target	% Achievement in relation to 2020	Note
Impact: Increased opportunities for Roma employment with dignified jobs	MLSP in partnership with the STO	The Gini index on the imperfect distribution of income among Roma is 0.45	Not known/Immeasurable	The Gini index on the imperfect distribution of income among Roma is 0.44	Not known/Immeasurable	
Outcome 1: 1. Improved access for Roma to Government employment programs by 2020, especially for Roma women	MLSP in partnership with the EARM	At least 200 Roma are successfully included in the active employment measures and services 2015-2016. At least 30% should be young and women	119% (237 Roma were successfully engaged in the active employment measures and services 38% are Roma women for 2015-2016)	At least 800 Roma are successfully included in the active employment measures and services 2017-2020. At least 30% should be young and women	184 persons for 2017 (of which 54 women) or 23% (22.5% women)	According to the data of the EARM, for the period 2015-2016, a total of 237 Roma were involved in the active measures and services, of whom 38% women. In addition, in 2017, a total of 184 Roma successfully became a part of the active employment measures and services, of whom 23% women. If this trend continues, it will be possible to meet the target by 2020.
Outcome result 1.1: The Employment Agency has at its disposal qualified staff, appropriate equipment and skills to help unemployed Roma in their job search	MLSP in partnership with the EARM	At least 30 employees from the Employment Centers should attend trainings for more efficient work and assistance to unemployed Roma	Immeasurable	At least 90 employees from the Employment Centers should attend trainings for more efficient work and assistance to unemployed Roma	Immeasurable	In 2016 trainings were held for the employees from the employment centers in order to support the unemployed Roma in the process of job search as a segment of the contents for provision of this type of services within a number of other trainings on work with unemployed persons, with a particular emphasis on the vulnerable categories of unemployed persons, including the Roma. Additionally, the employees of the Employment Agency attended trainings organized within the project entitled "Local Integration of Refugees, Internally Displaced Persons and Minority Groups", as well as other trainings organized by other projects and institutions. Specific quantitative data on the number of attended trainings and the number of employees from the centers and the Employment Agency are not available.
1.1.1 Organizing trainings in order to provide assistance to unemployed Roma who are seeking a job	EARM in partnership with the MLSP	Organizing one training for each of the Employment Centers or for a total of 30 persons	Not known/Immeasurable	Organizing trainings for at least 90 persons from the Employment Center	Not known/Immeasurable	Not known
1.2 Provided free information and services on the employment opportunities on the market for unemployed Roma	EARM in partnership with the MLSP	30% of the informed 1.500 Roma should be employed or should improve their work skills in 2015-2016, of which at least 40% should be women	Not known/Immeasurable	35% of the informed 3.000 Roma should be employed or should improve their work skills in 2017-2020, of which at least 45% should be women	Not known/Immeasurable	Not known
1.2.1 Development of professional counseling and mentoring programs for the Roma	MLSP in partnership with the EARM	1.500 Roma	658%	2.500 Roma	694%	In 2016, the EARM realized the Professional Orientation and Career Counseling service, which involved 88 unemployed Roma. In addition to this type of services, other various employment services were realized, which included information and career counseling (job search assistance, motivational training, preparation for employment and work, education on the use of online services provided by the EARM, services for activating individuals at risk of social exclusion and services for activating young unemployed persons), which included a total of 9.785 unemployed Roma. In 2017, the Professional Orientation and Career Counseling service was once again provided, whereby it included 57 unemployed Roma, while a total of 7.425 unemployed Roma participated in the other various services such as information, counseling and trainings. If we measure the successfulness of this indicator, the target by 2020 has already been fulfilled and overcome, assuming that the indicated target is not considered on an annual basis, because this has not been indicated.

1.2.2: Organizing information meetings with unemployed Roma for the purpose of promoting employment opportunities for Roma at a local level	MLSP in partnership with the EARM, RIC, ULSG-LED	Organizing 24 meetings (2015-2016)	150%	Organizing 60 meetings by 2020	80%	<p>In conformity with the data from EARM, in 2016, a total of 144 information meetings for employment opportunities were organized, whereas in 2017, a total of 49 information meetings were held, which are not intended exclusively for the Roma, but rather for all unemployed people, including the unemployed Roma.</p> <p>On the other hand, in compliance with the data from the MLSP, in 2016, 3 informative meetings were organized on the issue of employment and active employment measures, or a total of 36 meetings in 12 RICs. In 2017, 1 informative meeting was organized on the issue of employment and active employment measures or a total of 12 meetings in 12 RICs. If the data from the MLSP are considered, as the meetings are targeted exclusively at the Roma, the target for 2016 is 150% fulfilled. Provided that this trend continues, the target will be reached by the end of 2020.</p>
1.2.3: Sharing information on social networks and web portals with reference to Roma employment opportunities.	MLSP in partnership with the EARM/UNDP/CSOs/NGOs, RIC	Shared 20 information on the web-portal romainfo.mk 2015-2016	0%	Shared more than 100 information on the web-portal romainfo.mk by 2020	Not known/Im measurable	<p>Amount of shared information on the web portal romainfo.mk in 2016 - in the employment section there are 3 announcements. However, none of the announcements contains information on employment opportunities. In 2017 again, there was no announcement about employment information.</p>
Outcome result 1.3: Increase in the number of trained Roma on vocational qualifications for occupations in demand on the labor market.	MRSP in partnership with the EARM, UNDP, MES, COV and CSW, NGOs and providers	Trained at least 30 Roma on vocations/qualifications required in the labor market, at least 25% are women	37%	Trained at least 90 Roma on vocations/qualifications required in the labor market, at least 25% are women	21%	<p>In 2016 there were 2 active employment measures that included several trainings to meet the need of occupations in the labor market that were in demand. One of the programs was intended exclusively for deaf and blind people. A total of 11 Roma were trained, 3 of whom women. The target for 2016, of 37%, was reached.</p>
1.3.1: Implementation of vocational training programs (for all people, including Roma) for the acquisition of qualifications for occupations in demand on the labor market.	MRSP in partnership with the EARM, UNDP, MES, COV and CSW, NGOs and providers	1 developed program 2016	200%	1 developed program annually 2020	60%	<p>In 2016, there were 2 active employment measures that included several trainings aimed at meeting the need of occupations in demand on the labor market, of which one program was targeted exclusively at deaf and blind people. In 2017, the program aimed at meeting the demands of the labour market for deaf and blind people was suspended. If this trend continues, the target will be met by 2020.</p>

	Without an achievement or a small achievement, below 50%
	Partial achievement, over 50% up to 80%
	Significant or complete achievement, over 80%
	Unknown or immeasurable

Outcome 2 Higher income and sustainable employment for Roma by 2020, focusing on women

Indicator 1: In 2016, the Roma represented 5.1% of the total number of unemployed persons according to the data from the EARM. The target for 2016 from the Employment NAP according to which Roma represent 4.7% of the total number of unemployed persons is not fulfilled. In 2017, the Roma represented 5.2% of the total number of unemployed persons. Namely, the situation from 2015 to 2017 has not changed and, instead of a decrease, the percentage of unemployed Roma in relation to the total number of unemployed persons has seen an increase. If this trend continues, the likelihood of meeting this target is relatively low.

Outcome result 2.1 Employers are encouraged to employ Roma

Indicator 1: Pursuant to the data from the EARM, in 2016, by means of the Program for Conditional Monetary Compensation for Subsidized Employment of People at Social Risk and by means of the training for subsidized employment, 11 people were employed, compared to 8 people in 2017. If this trend continues, the likelihood of meeting the target by 2020 is relatively low.

Outcome result 2.1.1 Developing measures to encourage employers to employ Roma by means of subsidized employment

Indicator 1: In 2016 and 2017 there were no special programs for subsidized employment targeted exclusively at the Roma. Namely, the programs were applicable to all people alike. In 2016, the operational plan of the Employment Agency of the Republic of Macedonia comprised of 2 programs for subsidized employment for all people in general (including Roma), such as: a Program for Conditional Monetary Compensation for Subsidized Employment of People at Social Risk and a Program for a Job with Subsidized Employment by Conducting Trainings. In 2017, these two programs for subsidized employment were implemented once again. If this trend continues, the target can be met by 2020.

Outcome result 2.1.3 Developing Roma Internship Program for Roma with Secondary and Higher Education in Renowned Companies

Indicator 1: In 2016, a total of 5 Roma were engaged through the Internship 1 and 2 programs. Hence, in 2016 this indicator was met 50%. On the other hand, in 2017, a total of 8 Roma interns were engaged. If this trend continues until 2020, the likelihood of meeting this target is relatively low.

On the other hand, in the past several years through the 2007-2013 IPA Program - Component IV Human Resources Development - numerous projects for social inclusion of Roma on the labor market have been implemented.²² One of the specific goals of the program is to facilitate the integration of individuals from the Roma ethnic community, affected by social exclusion and discrimination on the labor market and in the society, especially focusing on economic migrants, persons without documents, Roma who live in substandard conditions and Roma women, by strengthening their employment potential and implementing social innovations.

Outcome result 2.2 Roma have been encouraged to develop and start managing their own business

²² In accordance with the IPA Human Resources Development Program, the Employment of Young Roma Project implemented by the Center for Economic Analyzes, in 2017, a total of 40 young Roma with completed secondary education as a minimum were engaged as interns in the business sector and in the NGO sector.

Indicator 1: In conformity with the data from the EARM, in 2016, 4 Roma were engaged in the Program for Self-employment by Government Crediting, while 1 person was engaged in the Program for Self-employment by Government Crediting for Young People by up to 29 Years of Age. In accordance with the Self-employment Program of the OP, a total of 13 Roma were included. This indicates that the target for 2016 was 120% fulfilled, whereby of the total number of established businesses, 22% of the businesses were established by Roma women, wherewith the target of 10% Roma women was exceeded. In 2017, only one Roma person was involved in the Program for Self-employment by Government Crediting, whereas not a single Roma person was involved in the Program for Self-employment by Government Crediting for Young People by up to 29 Years of Age. On the other hand, in compliance with the Self-employment Program of the OP, a total of 18 Roma people are included. The indicator for the target for 2017 was 95% fulfilled, and of the total number, 15% were Roma women who established their own businesses. If this trend continues, it is likely that the indicator will be fulfilled by the end of 2020.

Outcome result 2.2.1 Roma engagement in self-employment programs

Indicator 1: There are two government self-employment crediting programs and one self-employment program of the OP. These programs are not intended exclusively for Roma, but, nevertheless there are certain areas that apply exclusively to Roma. If these 3 programs that were implemented in 2016 and 2017 are considered, the target of implementing at least 1 program by 2020 or at least 5 programs for the period from 2016 to 2020, has been exceeded.

Outcome result 2.3. Increased capacities of Roma entrepreneurs (legal entities) to use microcredits for additional employments

Indicator 1: In accordance with the data from the EARM, in 2016, 4 jobs were provided for Roma in companies that received microcredits, while in 2017 only 1 job was provided. The target of 5 created jobs for Roma in companies that received microcredits by 2020 is fully met.

Outcome result 2.4.3 Sharing information through social networks and/or info-portals

Indicator 1: In 2016, on the web portal romainfo.mk only 3 pieces of information on anti-discrimination were shared compared to 10 targeted pieces of information. In 2017 there was no announcement that contained information on anti-discrimination.

Outcome result 2.4.4 Conducting trainings on fight against discrimination for the providers of socio-economic services

Indicator 1: According to the data from the EARM, in 2016 and 2017 the EARM did not conduct any trainings on fight against discrimination for the providers of socio-economic services. In accordance with the data from the Ministry of Labor and Social Policy, trainings against discrimination have been envisaged, but, nonetheless, no training has been conducted so far. In addition, a budget for this activity has not been provided in 2018. Data on this type of activity by the other implementers are not available.

Outcome result 2.4.5 Conducting a campaign to overcome challenges, stereotypes and discrimination that Roma encounter in their access to the labor market

Indicator 1: Pursuant to the data from the EARM, in 2016 and 2017, the EARM has not conducted any campaigns to overcome the challenges, stereotypes and discrimination that Roma encounter in their access to the labor market. Namely, in the Employment NAP, in this

outcome result in the part of implementers, in addition to ESA, the Ministry of Labor and Social Policy, the Center for Social Work, the Commission for Protection against Discrimination and the CSOs/NGOs are listed as well.

In 2017, a campaign on reducing discrimination against the Roma ethnic community was conducted, organized by the National Roma Center (NRC)²³. According to this data, the target of at least 1 conducted campaign by 2020, assuming that this target does not apply on an annual level, has been fulfilled by 2020.

Outcome result 2.5 Securing Roma representation as a work force in the central and local state administration

Indicator 1: The Roma representation in the central and local administration in 2015 and 2016 amounts to 1.4% of the total number of employees. From 2014, as the starting point, until 2016, the percentage of Roma in the central and local administration did not change, which means that the target of 1.4% in 2016 was fulfilled²⁴.

Outcome result 2.5.1 Support for Roma employment in the central state administration by ensuring transparency in the employment processes of ethnic minorities

Indicator 1: In 2016, the percentage of employed Roma in the total number of employees in state administration was 1.4%. The target specified in the Employment NAP in accordance with this Indicator was fulfilled.

Outcome result 2.5.2 Support for Roma employment in local public administration structures by promoting opportunities and raising awareness among the population.

Indicator 1: In 2016, there were 40 Roma employed in the local public administration, which means that the target of 43 employed Roma was not fulfilled²⁵.

²³ A campaign on the reduction of discrimination against the Roma ethnic community under the motto: It is Enough. Overcome prejudice, get to know Roma! was implemented by the NRC with the support of the Council of Europe as a part of the Roma Prade Program.

²⁴ <http://ombudsman.mk/upload/Godisni%20izvestai/GI-2016/GI-2016.pdf>

²⁵ Ibid.

Outcome/Result according to the NAP	Competent institution	2016 Target	2016 Achievement	2020 Target	% Achievement in relation to 2020	Note
Outcome 2: Higher income and sustainable employments for Roma by 2020, focusing on women	MLSP in partnership with the EARM, the Ministry of Finance, the Macedonian Chambers of Commerce	Roma are 4.7% of the total number of employees	0%	Roma are 4.5% of the total number of employees	0%	In 2016, the Roma represented 5.1% of the total number of unemployed persons according to the data from the EARM. The target for 2016 from the Employment NAP according to which Roma represent 4.7% of the total number of unemployed persons is not fulfilled. In 2017, the Roma represented 5.2% of the total number of unemployed persons. Namely, the situation from 2015 to 2017 has not changed and, instead of a decrease, the percentage of unemployed Roma in relation to the total number of unemployed persons has seen an increase. If this trend continues, the likelihood of meeting this target is relatively low.
2.1 Employers are encouraged to employ Roma	MLSP in partnership with the EARM and the private sector	20 Roma	55%	100 Roma	8%	Pursuant to the data from the EARM, in 2016, by means of the Program for Conditional Monetary Compensation for Subsidized Employment of People at Social Risk and by means of the training for subsidized employment, 11 people were employed, compared to 8 people in 2017. If this trend continues, the likelihood of meeting the target by 2020 is relatively low.
2.1.1 Developing measures to encourage employers to employ Roma by means of subsidized employment	MLSP in partnership with the EARM, UNDP, NGOs, the local self-government and the IOM	Creating at least 1 program or measure on an annual basis	200%	Creating at least 1 program or measure on an annual basis	200%	There are no special programs for subsidized employment targeted exclusively at the Roma. In 2016, the operational plan of the Employment Agency of the Republic of Macedonia comprised of 2 programs for subsidized employment for all people in general (including Roma), such as: a Program for Conditional Monetary Compensation for Subsidized Employment of People at Social Risk and a Program for a Job with Subsidized Employment by Conducting Trainings. In 2017, these two programs for subsidized employment were implemented once again. If this trend continues, the target can be met by 2020.
2.1.2 Organizing informative meetings with potential employers	MLSP in partnership with the Ministry of Finance, the EARM, UNDP, CSOs/NGOs, the Economic Chamber, ULSC - LED	Informing at least 30 companies	Not known/Immeasurable	Informing at least 100 companies	Not known/Immeasurable	
2.1.3 Developing Roma Internship Program for Roma with Secondary and Higher Education in Renowned Companies	MLSP in partnership with the EARM, UNDP, CSOs/NGOs, and renowned companies	At least 10 persons annually in 2016	50%	At least 15 persons annually in the period from 2017 to 2020	Not known/Immeasurable	In 2016, a total of 5 Roma were engaged through the Internship 1 and 2 programs. Hence, in 2016 this indicator was met 50%. On the other hand, in 2017, a total of 8 Roma interns were engaged. If this trend continues until 2020, the likelihood of meeting this target is relatively low.
Outcome result 2.2. Roma have been encouraged to develop and start managing their own business	MLSP in partnership with the MF and the EARM	15 businesses annually are created by Roma through the OP on employment or other governmental measures, of which at least 10% are women	120%	20 businesses annually are created by Roma through the OP on employment or other governmental measures, of which at least 10% are women	95% (15% Roma women)	In conformity with the data from the EARM, in 2016, 4 Roma were engaged in the Program for Self-employment by Government Crediting, while 1 person was engaged in the Program for Self-employment by Government Crediting for Young People by up to 29 Years of Age. In accordance with the Self-employment Program of the OP, a total of 13 Roma were included. Of the total number of established businesses, 22% of the businesses were established by Roma women, wherewith the target of 10% Roma women was exceeded. In 2017, only one Roma person was involved in the Program for Self-employment by Government Crediting, whereas not a single Roma person was involved in the Program for Self-employment by Government Crediting for Young People by up to 29 Years of Age. On the other hand, in compliance with the Self-employment Program of the OP, a total of 18 Roma people are included. The indicator for the target for 2017 was 95% fulfilled, and of the total number, 15% were Roma women who established their own businesses. If this trend continues, it is likely that the indicator will be fulfilled by the end of 2020.
2.2.1 Roma engagement in self-employment programs	MLSP in partnership with the EARM, UNDP and other international organizations	1 program is being created annually - 2016	300%	At least 1 program is being created annually - 2020	120%	There are two government self-employment crediting programs and one self-employment program of the OP. These programs are not intended exclusively for Roma, but, nevertheless there are certain areas that apply exclusively to Roma. If these 3 programs that were implemented in 2016 and 2017 are considered, the target of implementing at least 1 program by 2020 or at least 5 programs for the period from 2016 to 2020, has been exceeded.
2.2.2 Organizing trainings for starting one's own business	MLSP in partnership with the EARM, UNDP, Agency for Support of Entrepreneurship, other international organizations, NGOs	Training for at least 15 Roma annually by 2016	Not known/Immeasurable	Training for at least 20 Roma annually from 2017 to 2020	Not known/Immeasurable	
2.3. Increased capacities of Roma entrepreneurs (legal entities) to use microcredits for additional employments	Ministry of Labor and Social Policy in partnership with the EARM, MBRD, commercial banks	2 jobs created for Roma in companies that received micro-credits	200%	5 jobs created for Roma in companies that received micro-credits	100%	In accordance with the data from the EARM, in 2016, 4 jobs were provided for Roma in companies that received microcredits, while in 2017 only 1 job was provided. The target of 5 created jobs for Roma in companies that received microcredits by 2020 is fully met.
2.3.1 Organizing informative meetings with Roma entrepreneurs	MLSP in partnership with the MF, commercial banks, the Economic Chamber, CSOs/NGOs	10 Roma entrepreneurs have been informed	Not known/Immeasurable	30 Roma entrepreneurs have been informed	Not known/Immeasurable	
2.3.2 Creating and organizing trainings aimed at capacity building in Roma entrepreneurs for the use of micro-credits	MLSP in partnership with the MF, commercial banks, Economic Chamber, CSOs/NGOs	Training for 10 Roma entrepreneurs	Not known/Immeasurable	Training for 30 Roma entrepreneurs	Not known/Immeasurable	

	Without an achievement or a small achievement, below 50%
	Partial achievement, over 50% up to 80%
	Significant or complete achievement, over 80%
	Unknown or immeasurable

Outcome result 2.4: Employers (from the public and private sector), understand the impact of Roma discrimination on the labor market	MLSP in partnership with the Commission for Protection against Discrimination, GZ	50% of the reported cases of discrimination against Roma related to the access to the labor market should be positively answered by the Commission for Protection against Discrimination	Not known/Immeasurable	75% of the reported cases of discrimination against Roma related to the access to the labor market should be positively answered by the Commission for Protection against Discrimination	Not known/Immeasurable	
2.4.1 Creating Communication Plan for appropriate provision of information to Roma aimed at identification and resolution of discrimination cases	Commission for Protection against Discrimination in partnership with the CSOs/NGOs	Creating at least 1 communication plan at an annual level	Not known/Immeasurable	Creating at least 1 communication plan at an annual level	Not known/Immeasurable	
2.4.2 Conducting informative meetings with Roma on the issue of identification and reporting of discrimination cases	MLSP in partnership with the Commission for Protection against Discrimination, CSOs/NGOs	Additional 150 Roma have been informed	Not known/Immeasurable	Additional 300 Roma have been informed	Not known/Immeasurable	
2.4.3 Sharing information through social networks and/or info-portals	MLSP in partnership with the Commission for Protection against Discrimination, CSOs/NGOs	Sharing 10 information	30%	Sharing 50 information	Immeasurable	In 2016, on the web portal romainfo.mk only 3 pieces of information on anti-discrimination were shared compared to 10 targeted pieces of information. In 2017 there was no announcement that contained information on anti-discrimination.
2.4.4 Conducting trainings on fight against discrimination for the providers of socio-economic services	MLSP in partnership with the EARM, the CSW, the Commission for Protection against Discrimination, CSOs/NGOs	Training for 30 service providers	Immeasurable	Training for 100 service providers	Not known/Immeasurable	According to the data from the EARM, in 2016 and 2017 the EARM did not conduct any trainings on fight against discrimination for the providers of socio-economic services. In accordance with the data from the Ministry of Labor and Social Policy, trainings against discrimination have been envisaged, but, nonetheless, no training has been conducted so far. In addition, a budget for this activity has not been provided in 2018. Data on this type of activity by the other implementers are not available.
2.4.5 Conducting a campaign to overcome challenges, stereotypes and discrimination that Roma encounter in their access to the labor market	MLSP in partnership with EARM, the CSW, the Commission for Protection against Discrimination, CSOs/NGOs	At least one conducted campaign	Not known	At least one conducted campaign	100%	The EARM has not conducted any campaigns to overcome the challenges, stereotypes and discrimination that Roma encounter in their access to the labor market. In 2017, a campaign on reducing discrimination against the Roma ethnic community was conducted, organized by the National Roma Center (NRC). According to this data, the target of at least 1 conducted campaign by 2020, assuming that this target does not apply on an annual level, has been fulfilled by 2020.
2.4.6 Conducting a research/social mapping on the situation of Roma registration in the EARM (active/passive seekers) in at least 10 cities	MLSP in partnership with the EARM, CSOs/NGOs	There is no realized research	Not known/Immeasurable	At least 1 conducted research	Not known/Immeasurable	
2.4.7 Capacity building "Horizontal coordination and sensibilization of the contact persons from the Employment Centers and the CSW, on work with client in the field of employment and social protection	MLSP in partnership with EARM, CSOs/NGOs	30 trained persons	Not known/Immeasurable	90 trained persons	Not known/Immeasurable	
Outcome result 2.5: Securing Roma representation as a work force in the central and local state administration	General Secretariat in partnership with the Ministry of Information Society and Administration	At least 1.4% of the total number of employees in the central and local administration are Roma	100%	At least 1.5% of the total number of employees in the central and local administration are Roma	Not known/Immeasurable	The Roma representation in the central and local administration in 2015 and 2016 amounts to 1.4% of the total number of employees. From 2014, as the starting point, until 2016, the percentage of Roma in the central and local administration did not change, which means that the target of 1.4% in 2016 was fulfilled
2.5.1 Support for Roma employment in the central state administration by ensuring transparency in the employment processes of ethnic minorities	General Secretariat in partnership with the Ministry of Information Society and Administration	At least 1.4% of the total number of employees in the central public administration are Roma	100%	At least 1.5% of the total number of employees in the central public administration are Roma	Not known/Immeasurable	In 2016, the percentage of employed Roma in the total number of employees in state administration was 1.4%. The target specified in the Employment NAP in accordance with this Indicator was fulfilled.
2.5.2 Support for Roma employment in local public administration structures by promoting opportunities and raising awareness among the population.	General Secretariat in partnership with Ministry of Information Society and Administration and the Local Self-government	At least 43 Roma employed in the units of local self-government in the Republic of Macedonia	93%	At least 50 Roma employed in the units of local self-government in the Republic of Macedonia	Not known/Immeasurable	In 2016, there were 40 Roma employed in the local public administration, which means that the target of 43 employed Roma was not fulfilled.

	Without an achievement or a small achievement, below 50%
	Partial achievement, over 50% up to 80%
	Significant or complete achievement, over 80%
	Unknown or immeasurable

Recommendations

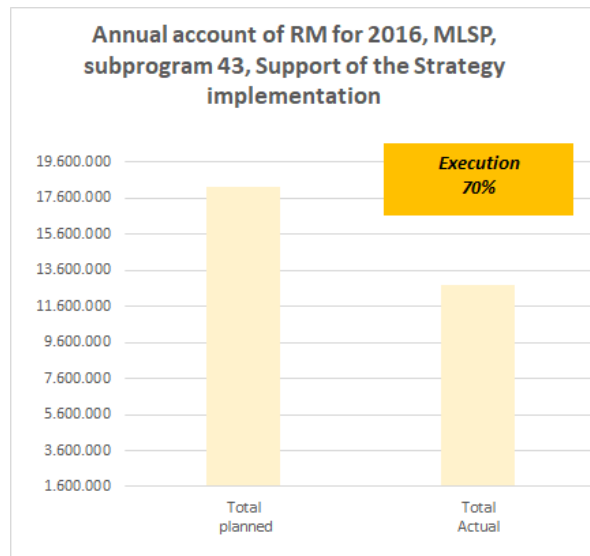
1. Harmonization of data on the basis of nationality among the different institutions (policy maker and policy and measures implementer) by means of adequate record keeping;
2. A regular monitoring report on the achievements of the goals and the results of the Employment NAP;
3. Creation of available data that help in the measurement of the performance indicators of the NAP;
4. Change of the “punitive” procedure for the impossibility to use services and measures in case of non-compliance with the deadline for registration in records (regardless of the category of an active or other job seeker) in the EARM;
5. Unified application of the possibility to change the status of the unemployed person from “other” seeker (passive seeker) to an active job seeker and the possibility to use services and measures at the level of offices throughout the country;
6. Assessment and estimation of the effects and lessons learned from the implemented measures on employment and employment promotion.

Budget plan vs. Actual implementation

1. Subprogram Support of the Implementation of the Roma Decade and Strategy

2016: Out of the total planned budget funds for 2016 in the amount of 18,2 million denars, 12,77 million denars were executed within the fiscal year, which represents a 70% execution rate. Out of the total funds for 2016, 91% is the execution rate of the funds from the basic budget funds account (7,61 million denars) and 52% is the execution of the donation budget funds account (5,16 million denars).

account of the Budget of the Republic of Macedonia f						2016											
Section 15001						planned						realized					
		Expenditures from the basic budget	Expenditures from self-financing activities	Expenditures from loans	Expenditures from donations	Total planned	Expenditures from the basic budget	Expenditures from self-financing activities	Expenditures from loans	Expenditures from donations	Total realized	% realization (plan against realization)					
15001 MINISTRY OF LABOR AND SOCIAL POLICY																	
43 SUPPORT OF THE DECADE AND THE ROMA STR		8.325.000	0	0	9.882.000	18.207.000	7.609.690	0	0	5.159.681	12.769.371	70%					
42 GOODS AND SERVICES		5.102.000	0	0	1.734.000	6.836.000	4.684.513	0	0	642.502	5.327.015						
46 SUBSIDIES AND TRANSFERS		3.223.000	0	0	8148000	11.371.000	2.925.177	0	0	4.517.179	7.442.356						



2017: The total planned funds for 2017 amount to 18,6 million denars, which is a 2% increase compared to Y2016. The structure of the planned budget funds within the basic budget and the donations portion of the budget have almost an identical share.

2018: The total planned funds for 2018 amount to 20,11 million denars, which is an increase by 8% compared to 2017. Out of the total planned funds for 2018, the planned budget funds from the donations account are with a share of 62% (12,42 million denars).

Sources of funding: Basic Budget of the Republic of Macedonia through the MLSP as a budget beneficiary and donations

2. Subprogram BA Employment Promotion²⁶

(Measures for employment at a national level, not only for Roma), budget beneficiary MLSP (Central Budget) and EARM (Budget of the EARM, Budget of the Republic of Macedonia)

Annual account of the Budget of the Republic of Macedonia for 2016						2016						
Section 15001 + EARM	planned					Total planned	realized				Total Actual	% execution (plan against realization)
	Expenditures from the basic budget	Expenditures from self-financing activities	Expenditures from loans	Expenditures from donations	Expenditures from the basic budget		Expenditures from self-financing activities	Expenditures from loans	Expenditures from donations			
Program 2 Subprogram 2B												
15001 MINISTRY OF LABOR AND SOCIAL POLICY / EARM beyond Budget Beneficiary												
BA EMPLOYMENT PROMOTION	48.914.000	0	0	0	48.914.000	48.870.123	0	0	0	48.870.123		
40 SALARIES AND COMPENSATIONS - M. CD.	14.314.000	0	0	0	14.314.000	14.270.123	0	0	0	14.270.123		
43 CURRENT TRANSFERS TO THE EXTRABUDGETARY FUNDS (to the EARM) - MLSP	34.600.000	0			34.600.000	34.600.000	0		0	34.600.000		100%
EARM beyond Budget Beneficiary												
BA EMPLOYMENT PROMOTION		0	0	552.620.000	552.620.000		0	0	521.397.072	521.397.072		
47 SOCIAL BENEFITS - EARM Separate part	-34.600.000			552.620.000	518.020.000	-34.600.000			521.397.072	486.797.072		94%

2016: Out of the total planned budget funds for 2016 in an amount of 48,91 million denars, 48,87 million denars were fully executed for the fiscal year through the budget beneficiary MLSP, which includes a transfer to the EARM in an amount of 34,6 million denars. In

²⁶ This subprogram is a part of the Poverty Reduction Program and refers to employment promotion as a program for the implementation of active employment measures: "The main goal of this subprogram is to increase employment as a top priority of the Government of the Republic of Macedonia and the best way of coping with poverty and social exclusion. Within this program, funds have been planned for employing parentless children and children deprived of parental care." Budget of the Republic of Macedonia for 2017

addition, as EARM, 94% of the planned 552,62 million denars were executed for the same Subprogram for Employment Promotion.

2017: The total planned funds for 2017 amount to 12,15 million denars (in 2017 there were no budgeted transfers to the EARM), with a decreased by 15% in comparison to the previous year. In addition, as the EARM (funding sources for funds), 767,576 million denars were planned for the same Subprogram for Employment Promotion, which is an increase by 39% compared to the planned funds for 2016.

2018: The total planned funds for 2017 amount to 13,9 million denars (in 2018 there are no budgeted transfers to the EARM), and they increased by about 14% in comparison to the previous year. In addition, as the EARM (funding sources for funds), 987,5 million denars were planned for the same Subprogram for Employment Promotion, which is an increase by 29% compared to the planned funds for 2017.

Sources of funding: Basic Budget of the Republic of Macedonia through the budget beneficiary MLSP and Funds - Employment Agency of the Republic of Macedonia

Priorities

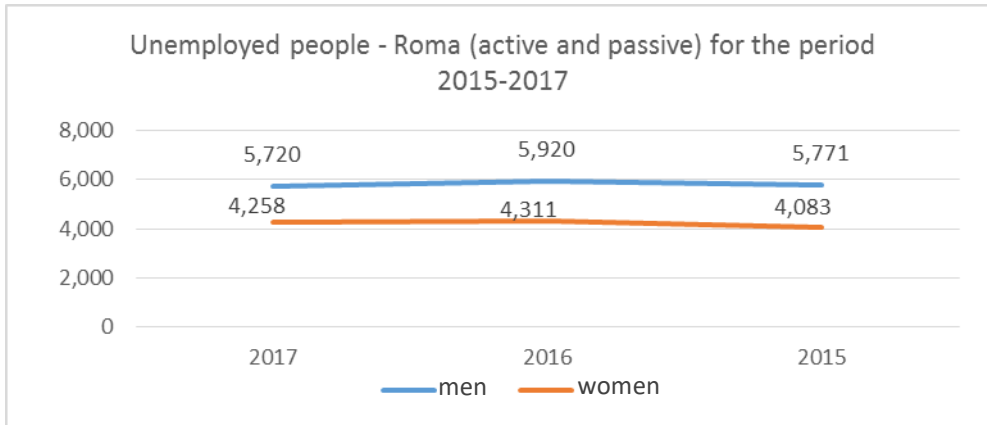
Pursuant to the 2014-2020 Roma Strategy, the following priorities are set out in the employment section:

1. Institutional support for Roma employment: Increased number of Roma registered in the EARM and included in the active employment measures.
2. Increasing the employability of the Roma community: Increased employability by creating and implementing incentive policies and programs.

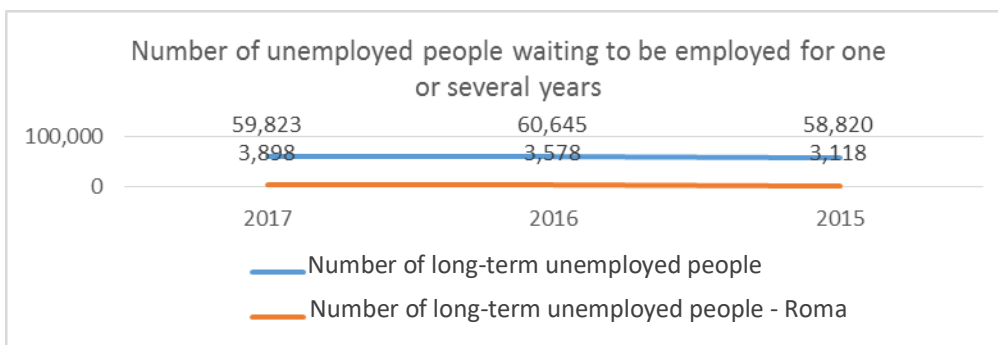
Data and trends

Indicator	Roma			Total population in the Republic of Macedonia	Year	Source
	Male	Female	Total			
1. Number of unemployed people	5.720	4.258	9.978	191.837	2017	EARM
1.1. Number of unemployed people – active seekers	3.761	2.366	6.127	102.394	2017	EARM
1.2. Number of unemployed people – passive seekers	1.959	1.892	3.851	89.443	2017	EARM
2. Long-term unemployed people	2.455	1.443	3.898	59.823	2017	EARM
3. Number of unemployed people for whom there is no data on registrations/sign-offs from compulsory social insurance	2.626	1.919	4.545	41.728	2017	EARM
4. Number of unemployed young people	710	480	1.190	20.457	2017	EARM
5. Number of people engaged in active employment measures	130	54	184	/	2017	EARM

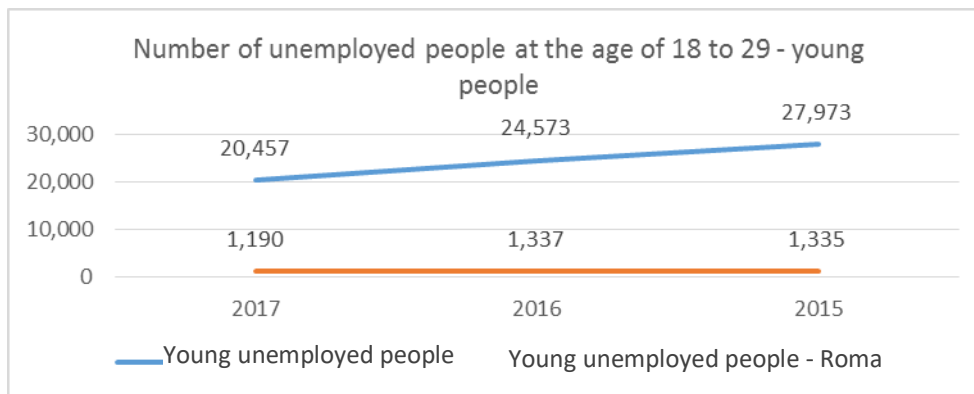
Source: Request for information of public character, Employment Agency of the Republic of Macedonia



Source: Request for information of public character, Employment Agency of the Republic of Macedonia



Source: Request for information of public character, Employment Agency of the Republic of Macedonia



Source: Request for information of public character, Employment Agency of the Republic of Macedonia

Code	Indicator	Roma			Total population	Year	Source	Definition
		Male	Female	Total				
Employment								
EMP1	Percentage of employed people				743.451 number of employed people	2017	State Statistical Office, Labor Force Survey, third quarter of 2017	Employed – people who work in state institutions, business entities in social, mixed, cooperative and undefined ownership or for a private employer;
EMP2	Percentage of informally employed people				133.777 informal employment absolute value	2016	State Statistical Office, MAKSTAT database, formal and informal employment according to gender per year	
EMP3	Percentage of unemployed people	5.720 (male Roma registered in the EARM)	4.258 (female Roma registered in the EARM)	9.978 (Roma registered in the EARM)	191.837 (total unemployed people in the Republic of Macedonia registered in the EARM)	2017	EARM	Absolute number of Roma and a total number in the Republic of Macedonia who are registered as active and other job seekers in the EARM
EMP4	Percentage of long-term unemployed people	2.455 (male Roma registered in the EARM)	1.443 (female Roma registered in the EARM)	3.898 (Roma registered in the EARM)	59.823 (total unemployed people in the Republic of Macedonia registered in the EARM)	2017	EARM	Absolute number of Roma and a total number in the Republic of Macedonia who are registered as active and other job seekers in the EARM longer than one year
EMP5	Duration of the last employment							(months)
EMP6	Percentage of people without employment							
EMP7	Percentage of young people who are not being educated and are unemployed	710 absolute number of young male Roma	480 absolute number of young female Roma	1.190 absolute number of young Roma	20.457 absolute number of young people	2017	EARM	Absolute number of unemployed young people at the age of 18 to 29

6.1. Priority: Housing

Planned range

The 2014-2020 Roma Strategy in the Republic of Macedonia (the Strategy) in its priority field Housing, sets out a strategic commitment: *Reducing the gap in terms of the quality of housing between the Roma and non-Roma communities in the Republic of Macedonia*²⁷.

*The problems and needs that are the subject matter of action in this Strategy are stipulated in the subareas of action: Legalization and urban documentation, Communal infrastructure and Law regulations*²⁸.

The objectives and measures as a part of the 2016-2020 Housing NAP²⁹ have the following expected outcomes:

- *Provided social housing for Roma families from socially vulnerable categories;*
- *Improved living conditions for Roma families through the development and implementation of programs for integrated urban regeneration and elimination of detrimental living conditions;*
- *Provided systematic registration in the Real Estate Cadastre of the property and land owned by Roma.*³⁰

As with the other priority fields, an adequate system to track the achievements is missing in this NAP as well, primarily as a result of a lack of constantly measurable and comparable initial indicators (baseline), and a vaguely defined time period. Furthermore, in the absence of reports and data on the level of realization of the measures, and due to the lack of a monitoring system within the competent operational structures, the realization and the achievements are not always measurable.

Hence, the planned range of this priority area up to 2020 is focused on three key results, as follows: (1) social housing, (2) promotion of a communal local infrastructure, and (3) legalization of illegally constructed buildings.

Planned outcomes and results³¹:

Outcome 1: Provide social housing for Roma families from socially vulnerable categories, a segment of the project Housing for Socially Vulnerable Groups - FP-1674, funds from a credit line of the Council of Europe. It includes provision of information through the Roma Information Center within the Ministry of Labor and Social Policy.

Outcome result 1.1: Implemented project/s for the construction of housing apartments for socially vulnerable groups

Indicator 1: Increase in the number of social housing apartments for Roma families by 5% compared to 2014 = 102 families, i.e. 107 families in 2016, up to 112 families in 2020.

²⁷ 2014-2020 Roma Strategy in the Republic of Macedonia, <http://www.mtsp.gov.mk/content/pdf/strategii/Strategija%20za%20Romite%20vo%20RM%202014-2020.pdf>

²⁸ *ibid.*

²⁹ http://www.mtsp.gov.mk/content/pdf/dekada/28.7_NAP%20domuvanje%202016.pdf

³⁰ *ibid.*

³¹ Housing NAP, http://www.mtsp.gov.mk/content/pdf/dekada/28.7_NAP%20domuvanje%202016.pdf

Indicator 2: By the end of 2016, 3 housing units with total of 123 apartments were constructed, in Makedonski Brod, Kochani and Gostivar, and from 2017 to 2020, 16 buildings with 940 apartments will be constructed in Skopje (Shuto Orizari, Saraj and Butel), as well as in Tetovo, Veles, Strumica, Pehchevo, Gevgelija, Vinica, Kumanovo, Sveti Nikole, Probishtip, Negotino and Debar.

Outcome result 1.2: Identified need to renovate the housing units where Roma from socially vulnerable groups reside

This outcome envisages funds and activities from donors and NGOs through the provision of loans for reconstruction of the homes.

Indicator 1: 150 families in 2016 and another 150 from 2017 to 2020.

Outcome 2: Improved living conditions for Roma families by development and implementation of integrated urban regeneration programs and elimination of detrimental living conditions.

Outcome result 2.1: Implemented communal infrastructure projects in the municipalities in settlements with predominant Roma population. This outcome envisages cooperation with the Local Self-Government Units whose programs provide for an improvement of the communal infrastructure for a specific year.

Indicator 1: 8 new communal infrastructure projects in 8 municipalities: Bitola, Veles, Vinica, Delchevo, Gjorce Petrov, Kochani, Prilep and Shtip for 2015-2016.

And 15 new communal infrastructure projects in 15 municipalities: Berovo, Bitola, Veles, Kumanovo, Vinica, Gazi Baba, Delchevo, Gjorce Petrov, Kochani, Probishtip, Prilep, Chair, Shuto Orizari, Kichevo and Shtip for the period 2017-2020.

Implemented projects in 2016, in 6 Local Self-Government Units, in 2017 in 3 Local Self-Government Units.

Outcome result 2.2: Improved administrative capacity in the Local Self-Government Units for preparation of project-technical documentation in the field of communal infrastructure in municipalities with a higher percentage of Roma population by means of donor funds.

Indicator 1: At least 10 provided donations and trained Local Self-Government Units by 2020.

Outcome 3: Provided systematic registration in the Real Estate Cadastre of the property owned by Roma, fully envisaged by donor funds. This outcome provides assistance in the processes of registration, legalization and provision of information.

Outcome result 3.1: Roma have the knowledge and obligation to participate in the processes of legalization of illegally constructed buildings.

Indicator 1: Title Deeds (Property Sheets) for 60 families in 2016 and 1560 from 2017 to 2020.

Indicator 2: Raising the awareness among 300 Roma with a proportionate representation of women (at least 20%) in 2016 and raising the awareness among 600 Roma with a proportionate representation of women (at least 30% of women) through the RIC.

Analysis of achievements

1) The achievements in 2016 and 2017 with regard to the first priority of social housing

The Decision on Allocation of Low Social Housing Apartments and Conditions of their Use (Official Gazette of the Republic of Macedonia no. 96/2009), constructed according to the Program for Construction and Maintenance of Apartments owned by the Republic of Macedonia (Official Gazette of the Republic of Macedonia no. 3/2009), stipulates separate categories of users of social housing apartments for rent in several categories. One of the categories includes members of the Roma community (Article 3), as well as criteria for scoring i.e. ranking of the applicants (Article 8).

However, it is estimated that the coverage of persons of Roma nationality is significantly higher as a result of qualification and submission of applications in some of the other categories, depending on the conditions that are fulfilled by the persons who apply for the use of social housing apartments for rent (a total of seven categories including parentless children and children deprived of parental care, persons with disabilities, etc.)

The project is financed by a loan from a bank of the Council of Europe, known as the Project for Housing for Socially Vulnerable Groups F/P 1674 and it commenced in 2007 with a loan from 2009, whereby it envisages 1.754 apartments in 32 buildings, and they are realized by the Joint Stock Company for Construction and Management of Residential and Business Property of Importance for the Republic of Macedonia – Skopje, which is obliged to complete them by the end of 2018 (although the originally foreseen deadline was 2013 with an extension of the deadline every second year).

So far, according to JSCRBP, 14 buildings have been constructed and allocated to 678 families (on the basis of all categories of beneficiaries according to the Decision on Allocation of Low Social Housing Apartments and Conditions of their Use from the Official Gazette no. 96/2009), which is not even a half of the planned number of residential units. Currently 2 buildings are under construction (111 residential units) and the construction of another 13 buildings is foreseen.

Out of the expected 123 housing units in three buildings in 2016, according to the latest data of the JSCRBP, and compared to the NAP, 72 units have been completed in Kochani, 10 units in Makedonski Brod, whereas 70 residential units are still under construction in Gostivar (January, 2018).

With reference to the period from 2017 to 2020, out of the planned 16 buildings, currently two residential buildings are under construction.

According to the official data about the beneficiaries of social housing apartments on the basis of Article 3, item 5, on socially vulnerable persons who belong to the Roma community, the competent ministry (MTC) does not keep a record about the ethnicity of the beneficiaries of the social housing apartments for rent.

According to *anecdotal* evidence and data based on views of the Commission that by the end of 2016, out of the total number of program beneficiaries, 118 were Roma families, out of 731 constructed housing units, and 669 allocated housing units or 17.6% of all allocated apartments (of all categories and on the basis of standpoints and opinions of the Commission for Allocation of Social Housing Apartments).

In 2016 and 2017 there was no announcement on allocation of social housing apartments for rent. In 2016, apartments were allocated on the basis of an announcement from 2015, in Demir Hisar, Prilep, Resen, where out of 111 allocated apartments (20 apartments, 73 apartments and 18 allocated apartments, respectively), 16 were allocated to Roma families.

The delay in the realization of this project is evident, which additionally generates costs on public resources as a result of interests charged.

Outcome result 1.1: Realized project/s for the construction of apartments intended for housing of socially vulnerable groups

Indicator 1: Increase in the number of social housing apartments for Roma families by 5% compared to 2014 = 102 families, i.e. 107 families in 2016, up to 112 families in 2020.

According to the information from the MTC, by the end of 2016, 118 housing units were allocated to Roma people, which indicates full (exceeded) fulfillment of the indicator.

Outcome result 1.2: Identified need to renovate the housing units where Roma from socially vulnerable groups reside

This outcome envisages funds and activities from donors and NGOs through provision of loans for reconstruction of homes

Indicator 1: 150 families in 2016 and another 150 from 2017 to 2020.

The achievement is not known.

With reference to this outcome, the NAP foresees full responsibility in the implementation by the civil sector, hence the inability to monitor and to formally verify the data.

Outcome/Result according to the NAP	Competent institution	2016 Target	2016 Achievement	2020 Target	% Achievement in relation to 2020	Note
Impact: Reducing the gap in terms of the quality of housing between the Roma and non-Roma communities in the Republic of Macedonia	ULSG in partnership with the MTC	1 urbanized settlement	<i>Immeasurable</i>	At least 10 urbanized settlements	<i>Immeasurable</i>	<i>It is not clearly measurable with the provided indicator</i>
Outcome 1: Provided social housing for Roma families from socially vulnerable categories	MTC in cooperation with the MLSP and the CSW and in partnership with the MF	Increase of the number of Roma families that have access to low income housing apartments by 5% compared to 2014	<i>In 2014 there were 102 low income housing apartments, hence in 2016 the target is 107 low income housing apartments, by the end of 2016 118 apartments were allocated, which is an achievement of 110%</i>	Increasing the number of Roma families that have access to low income housing apartments by 10% compared to 2014	<i>Target 2020, 112 apartments in total which means that the Target for 2020 has already been reached 105%</i>	<i>The stipulated target is reached, however the form of nationality determination is questionable</i>
Outcome result 1.1: Realized project/s for the construction of housing apartments for socially vulnerable groups	MTC in cooperation with the BR Council of Europe	Developed and implemented project "Housing of Socially Vulnerable Groups" FP - 1674	<i>Immeasurable</i>	Developed and implemented project "Housing of Socially Vulnerable Groups" FP - 1674	<i>Immeasurable</i>	<i>Immeasurable with the provided indicator, the project is being implemented longer than one decade with delays of the realization</i>
1.1.1. Construction of apartment buildings and residential units built in areas inhabited by disadvantaged Roma population	MTC	New 3 residential buildings with 123 residential units in the towns: Makedonski Brod, Kochani and Gostivar that need to be completely built by the end of 2016	<i>140%</i>	In the period from 2017 to 2020, it is planned to build 16 new apartment buildings with a total of 940 housing units in the cities: Skopje (Shuto Orizari, Saraj and Butel) Tetovo, Veles, Strumica, Pehchevo, Gevgelija, Vinica, Kumanovo, Sveti Nikole, Prohiship, Negotino and Debar.	<i>Not known/Immeasurable</i>	<i>Makedonski Brod - 10 built and 10 unallocated low income housing apartments; Kochani - 43 built and 43 unallocated apartments; Gostivar - under construction; Other apartments in 2016, in Demir Hisar 25 apartments, of which 5 are unallocated, in Prilep 76 apartments, of which 3 are unallocated, in Resen 18. A total of 172 apartments were completed in 172, 111 were allocated, of which 16 apartments were allocated to persons of Roma nationality</i>
1.1.2. Provision of information to Roma of socially vulnerable groups by the MLSP through the Roma Information Centers and the Roma non-governmental organizations that announcements have been published on the allocation of low income housing apartments for rent	MLSP in cooperation with the RIC and the Roma non-governmental organizations, in partnership with the MTC	700 informed persons by 2016 (more than 20% should be women)	<i>Not known/Immeasurable</i>	2000 informed persons by 2016 (more than 30% should be women)	<i>Not known/Immeasurable</i>	<i>In 2016 the apartments were allocated according to the announcement from 2015</i>
1.1.2 Provision of information to Roma of socially vulnerable groups, as well as provision of the required documentation for application for the published announcements by the Centers for Social Work	MLSP through the CSW, in partnership with the MTC	100	<i>Not known/Immeasurable</i>	500	<i>Not known/Immeasurable</i>	<i>In 2016 the apartments were allocated according to the announcement from 2015</i>
Outcome result 1.2: Identified need to renew the residential units where Roma of socially vulnerable groups live	Habitat Macedonia and Horizonti	More than 1100 residential units	<i>Not known/Immeasurable</i>	More than 110 residential units	<i>Not known/Immeasurable</i>	<i>The indicator is left entirely to the NGOs and their capacities, information has been requested</i>
1.2.1 Improved housing conditions for Roma families/loans for reconstruction of homes	Habitat Macedonia and Horizonti	150 families	<i>Not known/Immeasurable</i>	150 families	<i>Not known/Immeasurable</i>	<i>The indicator is left entirely to the NGOs and their capacities, information has been requested</i>

	Without an achievement or a small achievement, below 50%
	Partial achievement, over 50% up to 80%
	Significant or complete achievement, over 80%
	Unknown or immeasurable

2) The achievements in 2016 and 2017 with regard to the second priority – improvement of the communal infrastructure in the municipalities/settlements with predominant Roma population

Relatively efficient implementation of all envisaged projects in the LSGUs in 2016. The process of allocation of the funds from the basic budget account of the Republic of Macedonia is determined by submitting a request from the LSGU to the MTC (i.e. prior practice, on the recommendation of MwP) for a specific infrastructure project (capital investment) pursuant to local-municipal programs. The MTC transfers the funds directly to the contractor or the LSGUs upon previously completed documentation.

According to the annual account of the budget of the Republic of Macedonia, 89% of the budget funds for 2016 were executed. One project by the LSGU Shtip in the amount of approximately 0.8 million denars was not implemented. As for 2017, 10 million denars were foreseen, which is 43% more compared to 2016 (from 7 million denars in 2016, of which 89% were executed). The funds are planned as capital grants to the LSGUs within subprogram 11 on Implementation of the Roma Strategy. For the time being, the level of execution is not officially announced (since the annual account has not been prepared). Nevertheless, the decision on allocation of funds issued several days before the end of fiscal year 2017³² indicates possible low realization for 2017, i.e. transfer of funds from the central budget, but, yet, it does not point out to its execution by the LSGU. According to the information obtained by means of the Request for information of public character for the fiscal year 2017, 8 million denars were expensed.

There is no rulebook or clear criteria on the manner of allocation of capital grants to the LSGUs (for the specific subprogram) for infrastructure support, and they are on a discretionary basis.

Outcome 2: Improved living conditions for Roma families by development and implementation of integrated urban regeneration programs and elimination of detrimental living conditions.

Outcome result 2.1: Realized communal infrastructure projects in the municipalities/settlements with predominant Roma population. This outcome envisages cooperation with the LSGUs whose programs provide for an improvement of the communal infrastructure for a specific year.

Indicator 1: 8 new communal infrastructure projects in 8 municipalities: Bitola, Veles, Vinica, Delchevo, Gjorce Petrov, Kochani, Prilep and Shtip for 2015-2016 and 15 new communal infrastructure projects in 15 municipalities: Berovo, Bitola, Veles, Kumanovo, Vinica, Gazi Baba, Delchevo, Gjorce Petrov, Kochani, Probishtip, Prilep, Chair, Shuto Orizari, Kichevo and Shtip for the period 2017-2020.

Realized projects in 2016: in 6 LSGUs; 2017 in 3 LSGUs.

Outcome result 2.2: Improved administrative capacity of the LSGU for preparation of project-technical documentation in the field of communal infrastructure in municipalities with a higher percentage of Roma population by donor funds.

Indicator 1: At least 10 secured donations and trained LSGUs by 2020.

The achievement is not known.

³² <http://vlada.mk/node/13894>

Outcome/Result according to the NAP	Competent institution	2016 Target	2016 Achievement	2020 Target	% Achievement in relation to 2020	Note
Impact: Reducing the gap in terms of the quality of housing between the Roma and non-Roma communities in the Republic of Macedonia	ULSG in partnership with the MTC	1 urbanized settlement	<i>Immeasurable</i>	At least 10 urbanized settlements	<i>Immeasurable</i>	<i>It is not clearly measurable with the provided indicator</i>
Outcome 2: Improved living conditions for Roma families through the development and implementation of programs for integrated urban regeneration and elimination of detrimental living conditions	ULSG, MLSG in cooperation with the MTC	Covered 392.226 residents, of which 15.122 are Roma (4%) in 8 new municipalities	<i>In the indicated towns where the projects were realized there are 212.928 residents, of which 9.455 are Roma (according to the</i>	Covered 717.389 residents, of which 40.011 are Roma (5,5%) in 15 new municipalities	3 ULSG out of 15	<i>In 2017 another three municipalities - Kochani, Prilep and Bitola (8m. day) were included in 3 projects.</i>
Outcome result 2.1: Realized communal infrastructure projects in the municipalities in settlements with predominant Roma population	MTC in cooperation with the ULSG	8 new projects of the communal infrastructure in 8 municipalities (Bitola, Veles, Vinica, Delchevo, Gjorche Petrov, Kochani, Prilep and Shtip) 2015-2016	75%	15 new projects of communal infrastructure in 15 municipalities (Berovo, Bitola, Veles, Kumanovo, Vinica, Gazi Baba, Delchevo, Gjorche Petrov, Kochani, Probishtip, Prilep, Chair, Shuto Orizari, Kichevo and Shtip) 2017 - 2020	3 out of 15, the number is likely to increase	<i>6 projects in 2016 (from the budget of the MTC, capital) Veles, Vinica, Delchevo, Kochani, Prilep, Pehchevo (6,198 million denars) 7. Shtip - unrealized. Pehchevo is not envisaged in the NAP, however it was realized</i>
2.1.1. - 2.1.8 Implementation of projects - Bitola, Veles, Vinica, Delchevo, Gjorche Petrov, Kochani, Prilep, Shtip	MTC in cooperation with the ULSG	Built mixed sewerage, roadway, street, communal infrastructure ... For 2016	<i>75% five of eight stipulated, one additional was not stipulated, however it was realized, local projects realized in 2016</i>	/	/	<i>Realized in 2017, Bitola</i>
Outcome result 2.2: Improved administrative capacity in the Local Self-Government Units for preparation of project-technical documentation in the field of communal infrastructure in municipalities with a higher percentage of Roma population	ULSG in partnership with the MTC and the NGOs	There are no provided donations	<i>Not known/Immeasurable</i>	At least 10 provided donations	<i>Not known/Immeasurable</i>	
2.2.1 Trainings for strengthening the capacities of the ULSG representatives from the municipalities with a larger percentage of Roma population for preparation of project-technical documentation in the field of communal infrastructure	MLSG in cooperation with the ULSG in partnership with the NGO	At least 2 trained municipalities	<i>Not known/Immeasurable</i>	At least 5 trained municipalities	<i>Not known/Immeasurable</i>	
2.2.2 Strengthening the capacities at a local level in regard to the rights to housing and urban development of the Roma communities (Improving the housing conditions in the Roma communities in Prilep, Shtip and Topana (Chair))	ULSG in partnership with Macedonia, Roma SOS and other local NGOs with Habitat	0	<i>Not known/Immeasurable</i>	At least 1 urban development project approved in the budget of the target municipalities	<i>Not known/Immeasurable</i>	<i>The indicator is left entirely to the NGOs and their capacities, information has been requested</i>

	Without an achievement or a small achievement, below 50%
	Partial achievement, over 50% up to 80%
	Significant or complete achievement, over 80%
	Unknown or immeasurable

3) *The achievements in 2016 and 2017 with regard to the third priority - legalization of illegally constructed buildings*

A monitoring system is missing, especially in terms of ethnicity, and therefore it is impossible to determine data on the level of implementation of the measures within this priority area. The Law on Legalization of Illegally Constructed Buildings (at a national level) was adopted (2011) and amended several times in order to facilitate the procedure and to extend the stipulated deadlines.

Having in mind that the LSGU are (mostly) competent for the implementation of the buildings' legalization, and often there are no data on completed or ongoing cases by ethnicity, the monitoring of the achievement of indicators related to this priority is not measurable.

At the end of 2017 (August 2017), and valid for 2018, the Government proposed modifications and amendments to the Law on Treatment of Illegally Constructed Buildings, thus providing a new opportunity (deadline) for legalization of illegal buildings.

In the past period the civil sector undertook some activities aiming to raise the awareness and to increase the provision of information and assistance for legalization requests. However, most of these activities had limited geographical coverage, hence the national coverage is not measurable and is not considered for the reviewed period.

Outcome 3: Provided systematic registration in the Real Estate Cadastre of property owned by Roma, fully provided by donor funds.

Outcome result 3.1: Roma have the knowledge and obligation to engage in the processes of legalization of illegally constructed buildings.

1.400 Roma of whom 252 women (18%) (2012-2015) Raising awareness among 300 Roma with a proportionate representation of women (at least 20%) Raising awareness among 600 Roma with a proportionate representation of women (at least 30% women) by means of reports: 1. Reports of NGOs 2. Reports of the RIC

The outcome is not known.

The civil sector is almost completely in charge of the outcome in terms of legalization. Thus, it is impossible to collect comprehensive and reliable data on initiated and/or completed procedures.

Conclusions from the Roma Seminar, Macedonia for 2017: *“To introduce a mechanism for monitoring the results of the implementation of the Law on Legalization with disaggregated data by ethnic groups, with a maximum use of the capacities of the civil sector.”*

Outcome/Result according to the NAP	Competent institution	2016 Target	2016 Achievement	2020 Target	% Achievement in relation to 2020	Note
Impact: Reducing the gap in terms of the quality of housing between the Roma and non-Roma communities in the Republic of Macedonia	ULSG in partnership with the MTC	1 urbanized settlement	<i>Immeasurable</i>	At least 10 urbanized settlements	<i>Immeasurable</i>	<i>It is not clearly measurable with the provided indicator</i>
Outcome 3: Provided systematic registration in the Real Estate Cadastre of property owned by Roma	Agency for Real Estate Cadastre in partnership with the ULSG and the NGOs	4,7% Roma owners of housing according to the Census in 2002	<i>Not known/Immeasurable</i>	More than 5% of the Roma population own a housing according to the following Census	<i>Not known/Immeasurable</i>	
Outcome result 3.1: Roma have the knowledge and obligation to participate in the processes of legalization of illegally constructed buildings	NGOs (Habitat) and the RIC	Raising the awareness among 300 Roma with a proportionate representation of women (at	<i>Not known/Immeasurable</i>	Raising the awareness among 600 Roma with a proportionate representation of women (at least	<i>Not known/Immeasurable</i>	
3.1.1. Provision of title deeds (property sheets) for Roma families (security of their homes) and improvement of the housing conditions/legalization loans and reconstruction loans for the socially most vulnerable families	Habitat Macedonia, NRC, Foundation Open Society Macedonia	1560 families (60 new families in 2016)	<i>Not known/Immeasurable</i>	1560 families	<i>Not known/Immeasurable</i>	<i>The indicator is left entirely to the NGOs and their capacities, information has been requested</i>
3.1.2 Provision of information to Roma who did not initiate a legalization procedure in accordance with the Law on Treatment of Illegally Constructed Buildings	ULSG in partnership with the NGOs and the RIC	0	<i>Not known/Immeasurable</i>	1200 persons, of which at least 20% should be women	<i>Not known/Immeasurable</i>	<i>The indicator is left entirely to the NGOs and their capacities, information has been requested</i>
3.1.3 Organizing public debates with the participation of Roma who can not legalize their housing facilities in accordance with the requirements of the Law on Treatment of Illegally Constructed Buildings (eg. persons inhabited in places outside the GUP, persons with facilities that are not covered by Law on Treatment of	ULSG in cooperation with the RIC and the NGOs	6 debates	<i>Not known/Immeasurable</i>	12 debates	<i>Not known/Immeasurable</i>	<i>The indicator is left entirely to the NGOs and their capacities, information has been requested</i>

	Without an achievement or a small achievement, below 50%
	Partial achievement, over 50% up to 80%
	Significant or complete achievement, over 80%
	Unknown or immeasurable

Recommendations

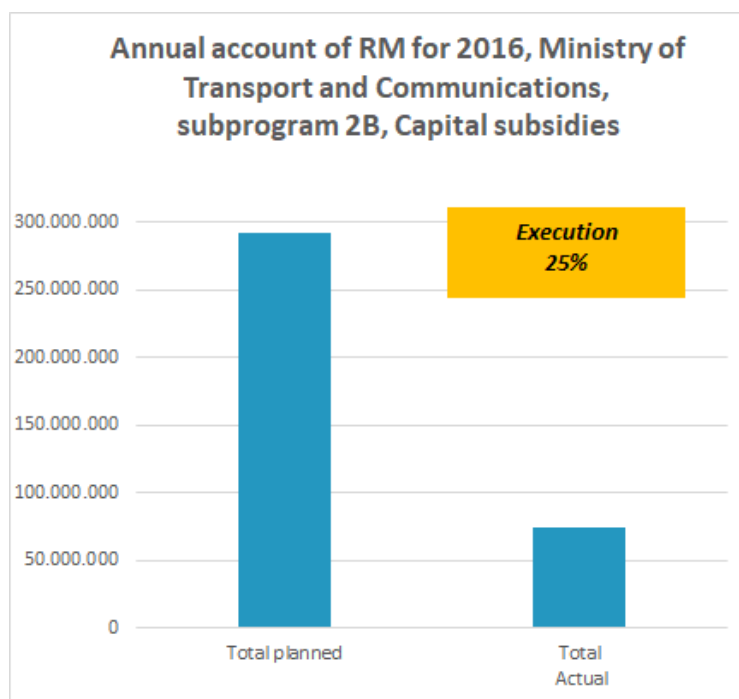
- Development of a monitoring system for the achievements of the Housing NAP pursuant to clearly defined and established indicators, at least on an annual basis;
- Regular preparation of annual operational plans that are not only a financial structure of the annual plans followed by the anticipated reports for the previous period;
- Complete implementation of the role of the NCB in terms of strategy planning, coordination and monitoring;
- Clear determination of conditions and criteria for allocation of earmarked capital grants to the LSGU according to the subprogram;
- Proactive and prior identification of priority infrastructural/communal priorities of the LSGUs;
- More efficient use of the public resources from loans that generate costs in the budget through interest rates in the long run;
- Determination of advantages of the desegregation of housing following the example of housing in social housing apartments;
- Development and regular updating of a database which refers to the integration of Roma in the Republic of Macedonia, granted to the NCB, where information will be collected at a national and local level;
- Enhancement of the transparency of the NCB by regular drafting of reports and conclusions, and their public disclosure;
- Revitalization of the NCB by appointing and selecting members of the NCB;
- Harmonization of priorities with the LAP, preceded by preparation, adoption, adaptation, implementation and monitoring;
- Integration of the approach to housing solutions with the other priorities such as education and employment aimed at greater sustainability.

Budget plan vs. Actual implementation

1. Subprogram 2B Construction of social housing apartments (This program refers to different categories of socially disadvantaged groups)

2016: Out of the total planned budget funds for 2016 (for all categories of socially disadvantaged people), for which the budget amount is fully based on loans, in the amount of 292 million denars, out of which 73,67 million were executed in the fiscal year, which represents a 25% execution rate.

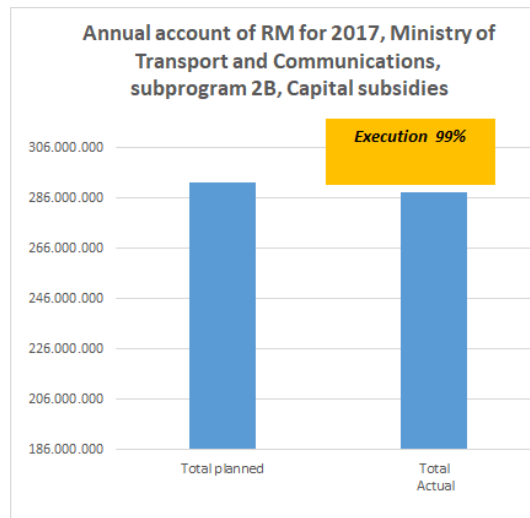
Annual account of the Budget of the Republic of Macedonia for 2016					2016					% Execution (plan against realization)		
Section 13001	Planned				Total planned	Executed						
	Expenditures from the basic budget	Expenditures from self-financing activities	Expenditures from loans	Expenditures from donations		Expenditures from the basic budget	Expenditures from self-financing activities	Expenditures from loans	Expenditures from donations	Total Executed		
Program 2 Subprogram 2B												
13001 MINISTRY OF TRANSPORT AND COMMUNICATIONS												
	2B CONSTRUCTION OF LOW INCOME HOUSING A	0	0	292.000.000	0	292.000.000	0	0	73.665.000	0	73.665.000	25%
	48 CAPITAL EXPENDITURES	0	0	292.000.000	0	292.000.000	0	0	73.665.000	0	73.665.000	
	489 Capital subsidies for enterprises and non-governmental organizations	0	0	292000000	0	292.000.000	0	0	73665000	0	73.665.000	



Source: Budget of the Republic of Macedonia for 2016, Annual account of the Budget of the Republic of Macedonia for 2016

2017: Out of the total planned funds for fiscal 2017, 292 million denars are completely on the basis of a loan, since the annual account for the fiscal year 2017 of the budget of RM has not been prepared yet. However, according to the RIPC from the MTC, the executed amount for the fiscal 2017 is amounting to 288 million denars, which is a 99% execution rate.

2017					Total planned	Executed				% Execution (plan vs. actual)		
Section 13001	planned					Expenditures from the basic budget	Expenditures from self-financing activities	Expenditures from loans	Expenditures from donations		Total Actual	
	Expenditures from the basic budget	Expenditures from self-financing activities	Expenditures from loans	Expenditures from donations								
13001 MINISTRY OF TRANSPORT AND COMMUNICATIONS												
	2B CONSTRUCTION OF LOW INCOME HOUSING A	0	0	292.000.000	0	292.000.000	0	0	288.028.220	0	288.028.220	99%
	48 CAPITAL EXPENDITURES	0	0	292.000.000	0	292.000.000	0	0	288.028.220	0	288.028.220	
	489 Capital subsidies for enterprises and non-governmental organizations	0	0	292000000	0	292.000.000	0	0	288028220	0	288.028.220	



Source: The used amount of planned funds is from the Budget of the Republic of Macedonia for 2017, whereas the amount of the actual expenditures is based on a response of the RIPC

2018: The planned budget funds for the fiscal year 2018 within the Budget for 2018 are in the total amount of 330 million denars, of which 6% from the basic budget account of the Republic of Macedonia, and 94% from a loan. The total amount value is 13% higher compared to the planned funds for 2017.

The delay and financial execution of this project is evident, which additionally generates costs for public resources. In conformity with the initially planned funds of 50,7 million EUR (50% loan and 50% basic budget), 12,189 million EUR have been executed so far, with a share of 15% of the basic budget account and 85% based on a loan.

Program F1674 (in MKD)	Plan		Execution		%	
	Expenditures based on the basic budget	Expenditures based on loans	Expenditures based on the basic budget	Expenditures based on loans	Expenditures based on the basic budget	Expenditures based on loans
2009	55.789.000	0	55.662.163	0	100%	-
2010	0	198.996.000	0	198.981.345	-	100%
2011	15.184.000	93.191.000	14.944.535	92.972.972	98%	100%
2012	0	122.620.000	0	59.731.971	-	49%
2013	22.300.000	122.620.000	22.270.668	80.966.270	100%	66%
2014	22.845.000	0	22.844.177	0	100%	-
2015	0	200.000.000	0	127.628.705	-	64%
2016	0	292.000.000	0	73.665.000	-	25%
TOTAL	116.118.000	1.029.427.000	115.721.543	633.946.263	100%	62%
In EUR planned (1 EUR=61,5 MKD)	1.888.098	16.738.650	1.881.651	10.308.069		

Participation (planned vs. executed value) of the basic budget vs. loan in a total value	10%	90%	15%	85%
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Source: Budget of the Republic of Macedonia for 2009-2016, Annual account of the Budget of the Republic of Macedonia 2009-2016

The envisaged funds for the Project F-1674 according to the Budget for 2018 also include a plan for 2018 and 2019, with an absolute value of 20 million denars for 2018 and 20 million denars for 2019 from the basic budget, and additional 310 million denars for 2018 and 359 million denars for 2019 from a loan or a total of 330 million denars for the fiscal year 2018 and a total of 379 million denars for the fiscal year 2019. No funds have been envisaged for 2020.

Provided that the envisaged budget funds are fully executed by the end of 2019, the total value of this project will be circa 28,4 million EUR, which represents 56% of the initially announced value of this program (50,7 million EUR).

In addition, the share of the loan would be 91% in relation to 9% of the basic budget in the total value. Thus, the loan expenditures would be fully executed (25,35 million EUR), while only 10% of the expenditures from the basic budget would be executed (2,53 million EUR of 25,35 million EUR).

Program F1674 (in MKD)	Assumed actual expenditures of the budget		Total
	Expenditures based on the basic budget	Expenditures based on loans	
2009-2016 Actual Execution	115.721.543	633.946.263	749.667.806
2017 Assumed 100% budget execution	0	292.000.000	292.000.000
2018 Assumed 100% budget execution	20.000.000	310.000.000	330.000.000
2019 Assumed 100% budget execution	20.000.000	358.985.000	378.985.000
TOTAL	155.721.543	1.594.931.263	1.750.652.806
In EUR	2.532.058	25.933.842	28.465.899
Participation in the total value, basic budget in relation to a loan	9%	91%	

Source: Budget of the Republic of Macedonia for 2018

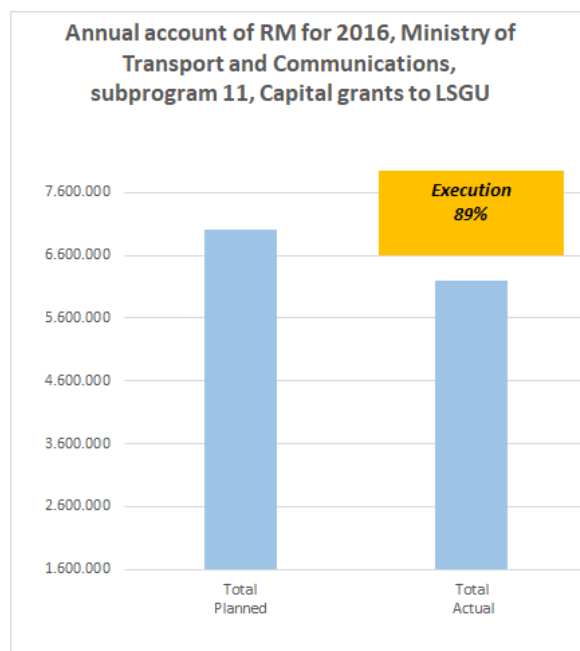
Sources of financing: Loan from the Council of Europe in 2016, in 2017 and a share from the basic Budget of the Republic of Macedonia through the budget beneficiary MTC for 2018 and 2019.

2. Subprogram 11 Support to the implementation of the Roma Decade and Strategy

2016: Out of the total planned budget funds for 2016, of which 7 million denars completely on the basis of the basic budget account (reduced with a budget supplement for 2016 from

10 million denars to 7 million denars), 6,2 million denars were executed in the fiscal year 2016, which represents an 89% execution rate.

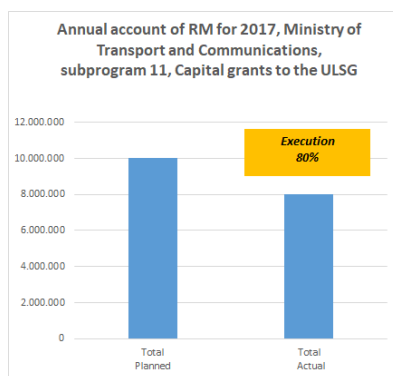
Annual account of the Budget of the Republic of Macedonia for 2016					2016							
Section 13001		Planned				Total Planned	Executed				Total Actual	% Execution (plan vs. actual)
Program 1	Subprogram 11	Expenditures from the basic budget	Expenditures from self-financing activities	Expenditures from loans	Expenditures from donations		Expenditures from the basic budget	Expenditures from self-financing activities	Expenditures from loans	Expenditures from donations		
13001 MINISTRY OF TRANSPORT AND COMMUNICATIONS												
	11 SUPPORT OF THE DECADE AND THE ROMA S	7.000.000	0	0	0	7.000.000	6.198.022	0	0	0	6.198.022	89%
	48 CAPITAL EXPENDITURES	7.000.000	0	0	0	7.000.000	6.198.022	0	0	0	6.198.022	
	488 Capital grants to the LSGU	7.000.000	0	0	0	7.000.000	6.198.022	0	0	0	6.198.022	



Source: Budget of the Republic of Macedonia for 2018, Annual account of the Budget of the Republic of Macedonia for 2016

2017: Out of the total planned funds for 2017 of which 10 million denars completely based on the basic budget, the amount of the actual expenditures for the fiscal year 2017 is not known yet. However, on the basis of a response of the RIPC, the funds for 2017 are in the amount of 8 million denars, which represents an 80% execution rate.

Budget of the RM for 2017 (and revised budget)					2017							
Section 13001		planned				Total planned	Executed				Total Actual	% Execution (plan vs. actual)
Program 1	Subprogram 11	Expenditures from the basic budget	Expenditures from self-financing activities	Expenditures from loans	Expenditures from donations		Expenditures from the basic budget	Expenditures from self-financing activities	Expenditures from loans	Expenditures from donations		
13001 MINISTRY OF TRANSPORT AND COMMUNICATIONS												
	11 SUPPORT OF THE DECADE AND THE ROMA S	10.000.000	0	0	0	10.000.000	8.000.000	0	0	0	8.000.000	80%
	48 CAPITAL EXPENDITURES	10.000.000	0	0	0	10.000.000	8.000.000	0	0	0	8.000.000	
	488 Capital grants to the LSGU	10.000.000	0	0	0	10.000.000	8.000.000	0	0	0	8.000.000	



Source: Budget of the Republic of Macedonia for 2009-2016, Annual account of the Budget of the Republic of Macedonia 2009-2016

Funds were allocated on the basis of the Government's decision adopted at the 43rd session on December 20, 2017. *“At the session, information was adopted on allocation of funds from the Budget of the Republic of Macedonia for 2017, from the Ministry of Transport and Communications of the Subprogram for Support of the Roma Decade and Strategy Implementation aimed at allocating funds for communal infrastructural projects in the Municipalities of Kochani, Bitola and Prilep.”*³³

In the announcement on the amount of allocated funds, the Government's spokesperson stated that an amount of 8 million denars was allocated, out of which 3 million denars for the LSGU Kochani, 2,5 million denars for the LSGU Bitola, and 2,5 million denars for the LSGU Prilep, which represents a total of 80% of the total planned budget for 2017. Considering that this decision was adopted only ten days before the end of the fiscal year, low execution rate of this program was expected for the year 2017.

2018: The planned funds for the fiscal year 2018 in the Budget for 2018 are in the amount of 20 million denars, which is double the value of the planned funds compared to the planned budget for 2017.

Sources of financing: Basic Budget of the Republic of Macedonia through the budget beneficiary MTC by capital grants to the LSGUs.

Priorities:

1. Social housing
2. Promotion of communal local infrastructure and
3. Legalization of illegally constructed buildings.

Data and trends

- There is no official statistics based on nationality/ethnicity for housing purposes;
- A census of the population has not been conducted since 2002;
- Statistics that refers to Roma compared to non-Roma based on a survey from 2011 WB/UNDP/EC that provides perceptions and a viewpoint in 2011 without comparing the data with more recent data;
- Expected MICS survey by UNICEF, Roma in 2018

³³ <http://vlada.mk/node/13894>

Code	Indicator	Roma			Total population	Year	Source	Definition
Housing								
HOU1	Percentage of homeless people				2.071.278 (total population)	31.12..2015	STATE STATISTICAL OFFICE, POPULATION ESTIMATIONS	
HOU2	Percentage of people connected to a water supply network				99,9	2016	STATE STATISTICAL OFFICE, CONSUMPTION OF THE HOUSEHOLDS IN THE REPUBLIC OF MACEDONIA, 2016	
HOU3	Percentage of people connected to an electricity supply network				100,0	2016	STATE STATISTICAL OFFICE, CONSUMPTION OF THE HOUSEHOLDS IN THE REPUBLIC OF MACEDONIA, 2016	
HOU4	Percentage of people with documents on property ownership							
HOU5	Percentage of segregated settlements				Not applicable			
HOU6	Excessive density							(square meters)

6.2. Priority: Education

Planned range

The 2014-2020 Roma Strategy in the Republic of Macedonia (Strategy), in the priority area of education, sets out the following strategic commitment: To raise the level of education of the Roma community.³⁴

The problems and the needs identified by all relevant stakeholders, which will be the subject matter of this Strategy are established in the following areas: pre-school education, primary education, secondary education, higher education, adult education and education for children with special needs.

Hence, the specific strategic (program) goals arise as a part of the 2014-2020 Strategy by the following subareas of action:

Subarea of action: Pre-school education

Specific strategic goal 3: To increase the number of pre-school Roma children in pre-school education by 25% in the period 2014-2020.

Specific strategic goal 4: Increased engagement of Roma women as caregivers/educators in pre-school educational institutions by 2020.

Subarea of action: Primary education

³⁴ 2014-2020 Roma Strategy in the Republic of Macedonia, <http://www.mtsp.gov.mk/content/pdf/strategiji/Strategija%20za%20Romite%20vo%20RM%202014-2020.pdf>

Specific strategic goal 5: To cover at least 98% of Roma children at an appropriate age for enrollment in the first grade of primary education, to improve their success, and to achieve a minimum of 75% transition from one grade to another by 2020.

Subarea of action: Secondary education

Specific strategic goal 6: To increase the transition from primary education to secondary education, to improve success and to significantly reduce the number of Roma students who drop out school by 2020.

Subarea of action: Higher education

Specific strategic goal 7: To increase the number of Roma with completed higher education by 2020.

Specific strategic goal 8: To increase the number of enrolled Roma students at the pedagogical faculties, departments and other institutions that educate teaching staff.

Subarea of action: Adult education

Specific strategic goal 9: Completion of primary and secondary education by adult Roma who did not complete their education due to various reasons in order to have an opportunity to contribute to their livelihood, personal development and other needs.

Subarea of action: Education of children with special needs

Specific strategic goal 10: Reduced number of Roma students enrolled in schools for children with special needs by 20% by 2020.

Planned outcomes³⁵:

1. Improved access and successful completion of pre-school education for Roma, especially Roma girls;
2. Improved access and successful completion of primary education for Roma, especially Roma girls;
3. Improved access and successful completion of secondary education for Roma, especially Roma girls;
4. Increased access and successful completion of higher education for Roma, especially Roma girls;
5. Increased number of adult Roma who have completed primary and secondary education;
6. Reduced number of Roma students in special primary and secondary schools in the Republic of Macedonia.

Analysis of the achievements

Outcome 1: Improved access and successful completion of pre-school education for Roma, especially Roma girls

Outcome result 1.1.2. A new kindergarten was built in Shuto Orizari at the location of the already existing building

Indicator:

³⁵ Education NAP

Pursuant to the Education NAP, the Municipality of Shuto Orizari, in partnership with the Government of the Republic of Macedonia and the Ministry of Labor and Social Policy, is to build a new kindergarten in Shuto Orizari, with a larger capacity at the location of the already existing building.

Pursuant to the target, the construction/expansion of the capacity of the kindergarten was planned in 2016. In March 2017 there was a fire in this kindergarten, and the facility was non-functional. The Minister of Labor and Social Policy in July, together with the UNDP Resident Representative Louisa Vinton, visited the kindergarten and stated that a new kindergarten will be built at the same location and it will start to operate at the beginning of 2019.

The plan is to finance the kindergarten by donor funds (Norwegian grant) in the amount of 0.7 million USD. In addition, the reconstruction also envisages space for children in a nursery, that is, for infants from 9 to 24 months of age, wherewith the day care center for street children, which previously existed in the old facility of the kindergarten, will also be appropriately designed, with a separate entrance, and it can be used by the children who are currently exposed to risk or by street children.

Simultaneously, the new space also envisages an increased capacity to look after another 50 children, which will also entail increased inclusion of pre-school Roma children. As stated by the Minister, if the kindergarten is put into operation at the beginning of 2019, the NAP target will be reached, which was envisaged with the construction of a new kindergarten with an expanded capacity by 2020.

Outcome result: 2.1.3. Providing additional tutorial classes for Roma students with weaker educational results in certain subjects in primary education

Indicator: In line with the NAP target, the 2016 target is almost entirely achieved. According to the target for 2016, it was envisaged to include 1.600 Roma students in tutorial classes. Pursuant to the data obtained from the Ministry of Education and Science, a total of 1.470 students attended these tutorial classes. The target - more than 2.500 students attending tutorial classes by 2020, tends to be fulfilled.

Tutorial classes – Primary education year	Total number of included students
2016	1.470
2017	1.530

Source: Ministry of Education and Science, Request for information of public character

Outcome result: 2.2.1 Raising awareness among Roma parents about the importance of primary education

Indicator: Pursuant to the NAP, the target to achieve the goal for 2016 is 40 organized meetings, and by 2020 more than 50 meetings are to be organized. According to the data provided by the Ministry of Education and Science, the number of organized meetings is as follows:

- In 2016, more than 70 meetings with Roma parents took place;
- In 2017, more than 90 meetings with Roma parents took place.

According to the data, the target for 2016 and 2020 has been reached.

Outcome/Result according to the NAP	Competent institution	2016 Target	2016 Achievement	2020 Target	% Achievement in relation to 2020	Note
Impact: Improved educational structure among the Roma community, especially among Roma girls and women	MES in partnership with the Union of the Workers from the Administration, the Judiciary and the CSOs, the MLSP, the local authorities and the State Market Inspectorate, the Center for Education of Adults, the Bureau for Development of Education, the Center for Vocational Education and Training		Immeasurable		Immeasurable	It is not clearly measurable with the provided indicator
Outcome 1: 1. Improved access and successful completion of pre-school education for Roma, especially Roma girls	MLSP in partnership with the ULSG	More than 89% of the planned children have been successfully enrolled, 48% of them are female	Not known/immeasurable	More than 90% of the planned children have been successfully enrolled, 50% of them are female	Not known/immeasurable	Request for information of public character has been delivered, however there is no response.
Outcome result 1.1.2. A new kindergarten was built in Shuto Orizari at the location of the already existing building	The Municipality of Shuto Orizari in partnership with the Government of the Republic of Macedonia, the MLSP	Started initiative for the construction of a new kindergarten in Shuto Orizari at the location of the already existing building	The construction started in 2017 and after the fire in the kindergarten	A new kindergarten was built and open in Shuto Orizari at the location of the already existing building	The construction of the kindergarten is expected to be completed in the beginning of 2019	
Outcome 2: Improved access and successful completion of primary education for Roma, especially Roma girls	MES in partnership with the Directorate for Development and Promotion of Education in the Languages of the Communities, the State Education Inspectorate and the ULSG	Raised awareness among 3000 Roma parents on the importance of preschool education	Not known/immeasurable	Raised awareness among 5000 Roma parents on the importance of preschool education	Not known/immeasurable	
Outcome result: 2.1.3. Providing additional tutorial classes for Roma students with weaker educational results in certain subjects in primary education	MES in partnership with the Directorate for Development and Promotion of Education in the Languages of the Communities and the ULSG	1600 Roma students attended tutoring	A total of 1470 students were included in 2016	More than 2500 Roma students attended tutoring in primary education	A total of 1,530 students were included in 2017, which means that the target set for 2020 has been reached in 2017	The target needs to be changed
Outcome result: 2.2.1 Raising awareness among Roma parents about the importance of primary education	MES in partnership with the Directorate for Development and Promotion of Education in the Languages of the Communities and the ULSG	40 organized meetings	More than 70 meetings with Roma parents took place in 2016;	More than 50 organized meetings	More than 90 meetings with Roma parents took place in 2017	The target needs to be changed
Outcome 3: Improved access and successful completion of secondary education for Roma, especially Roma girls	MES in partnership with the Directorate for Development and Promotion of Education in the Languages of the Communities	The number of Roma students who successfully completed secondary education has increased by 1%	Not known/immeasurable	The number of Roma students who successfully completed secondary education has increased by 3%	Not known/immeasurable	The Ministry of Education and Science and the Directorate for Development and Promotion of Education in the Languages of the Communities keep data only in the language of instruction
Outcome result 3.1: Increased Roma enrollment in secondary school	MES in partnership with the Directorate for Development and Promotion of Education in the Languages of the Communities	The number of Roma students who enroll in the first year of secondary education has increased by 4%	Not known/immeasurable	The number of Roma students who enroll in the first year of secondary education has increased by 10%	Not known/immeasurable	The Ministry of Education and Science and the Directorate for Development and Promotion of Education in the Languages of the Communities keep data only in the language of instruction
Outcome result 3.1.1. Scholarships for Roma high school students	MES in partnership with the Directorate for Development and Promotion of Education in the Languages of the Communities	671 awarded scholarship to Roma high-school students enrolled in first, second, third and fourth year in the school year 2015/2016	A total of 582 scholarships were realized for 2015/2016	More than 2500 awarded scholarship to Roma high-school students enrolled in first, second, third and fourth year	According to the trend of implementation, this target will be reached by 2020	The number of scholarship holders has been increasing constantly
Outcome result 3.1.2. Introducing new forms of additional support to Roma high school students by mentoring and tutoring	MES in partnership with the Directorate for Development and Promotion of Education in the Languages of the Communities	120 engaged mentors/tutors for the school year 2015/16	A total of 112 tutors were engaged in 2015/16	More than 400 engaged mentors	According to the trend of implementation, this target will be reached by 2020	

	Without an achievement or a small achievement, below 50%
	Partial achievement, over 50% up to 80%
	Significant or complete achievement, over 80%
	Unknown or immeasurable

Outcome result 3.1.1. Scholarships for Roma high school students

Indicator: Number of students who are scholarship beneficiaries

Since February 2016, scholarships for high school students have become public policy since they have been entered into a legal decision. Namely, the Law on Student Standard, with the amendment of Article 54, paragraph 2, explicitly mentions Roma as scholarship beneficiaries and prescribes the specific conditions to win a scholarship.

The number of scholarships for Roma high school students has been increasing one year after another, and it reached 752 scholarships for the school year 2017/18.

According to the target indicated in the Education NAP, the expectations are to award more than 2.500 scholarships by 2020. If the stipulated dynamics of awarding scholarships continues, this target will be met by 2020.

Year	Number of planned scholarship holders	Number of awarded scholarships
2017/18	752	739
2016/17	670	582
2015/16	671	582

Source: Data obtained from the MES upon submitted RIPC

The scholarships that are awarded to Roma high school students who enrolled in first, second, third and fourth year in public and private secondary schools, are divided into five categories. The amount of the scholarship depends on the grade point average of the high school students and whether they had repeated a study year, and it is paid monthly for a period of nine months.

Outcome result 3.1.2. Introducing new forms of additional support to Roma high school students by mentoring and tutoring

Indicator: Pursuant to the target stipulated by the Education NAP, by the end of 2020, more than 400 mentors/tutors are to be engaged. From the obtained data it is observable that each year the MES engages approximately 100 mentors for the students. Therefore, a conclusion can be drawn that if this trend continues, the target will be met.

Year	Number of planned mentors/tutors	Number of provided mentors/tutors
2017/18	127	116
2016/17	127	91
2015/16	127	112

Source: Data obtained from the MES upon submitted RIPC

Outcome result: 4.1.2. Provision of scholarships for Roma students with the priority for the students who study at faculties that produce teaching staff (faculties of pedagogy)

Indicator: The Ministry of Education and Science for the academic year 2015-2016 provided 50 scholarships for Roma students in higher education from the budget of the Republic of Macedonia. For the academic year 2016-2017, the number of scholarships for Roma students increased to 76 scholarships. If this trend continues in the academic year 2018/19, the stipulated target for 2020 will be met.

Year	Number of planned scholarships	Number of awarded scholarships
2016/17	76	73
1015/16	50	53

Source: Data obtained from the MES upon submitted RIPC

Outcome/Result according to the NAP	Competent institution	2016 Target	2016 Achievement	2020 Target	% Achievement in relation to 2020	Note
Outcome 4. 4. Increased access and successful completion of higher education for Roma, especially Roma girls	MES in partnership with the Directorate for Development and Promotion of Education in the Languages of the Communities and the universities	Increased number of Roma graduates by 1%	A total of 16 students graduated in 2016	Increased number of Roma graduates by 5%	Not known/immeasurable	
Outcome result 4.1: Increased number of Roma students who enrol in state and private universities	MES in partnership with the Directorate for Development and Promotion of Education in the Languages of the Communities and the universities/the faculties	Increased number of Roma students who enrolled in faculty by 5%	Not known/immeasurable	Increased number of Roma students who enrolled in faculty by 10%	Not known/immeasurable	
Outcome result: 4.1.2. Provision of scholarships for Roma students with the priority for the students who study at faculties that produce teaching staff (faculties of pedagogy)	MES in partnership with the Directorate for Development and Promotion of Education in the Languages of the Communities	120 students were awarded scholarships from the Roma Memorial University Scholarship Program through foreign funds for 2015/16	Not known/immeasurable	200 scholarships for Roma students	Not known/immeasurable	

	Without an achievement or a small achievement, below 50%
	Partial achievement, over 50% up to 80%
	Significant or complete achievement, over 80%
	Unknown or immeasurable

Remarks

- The Directorate for Development and Promotion of Education in the Languages of the Communities within the Ministry of Education and Science does not draw up an annual operational plan that refers to the implementation of the Roma Strategy.
- The Directorate participates in the preparation of strategic points of the Roma Education Strategy with proposals, directly through the Ministry of Education and Science.

Recommendations

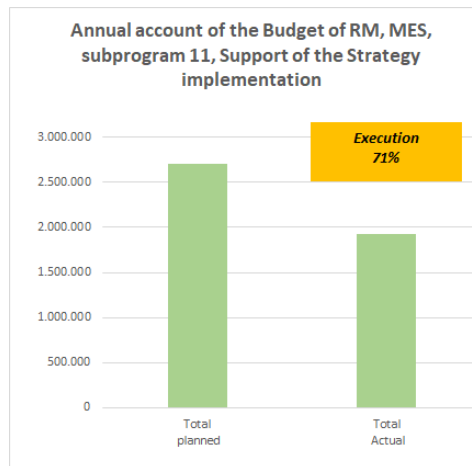
- Harmonization of data at a national level among different institutions (policy-maker and implementer of policies and measures) through adequate record-keeping
- Regular monitoring report on the achievements of the goals and the results of the Education NAP
- Creation of available data that help to measure the performance indicators of the NAP
- In order to measure the progress of the Strategy, the MES is to keep segregated data on students who have completed secondary education
- Change of the Education NAP, a segment of the activities whose target was established for 2020, has already been met.

Budget plan vs. Actual implementation

1. Subprogram 11 Support of the implementation of the Roma Decade and Roma Strategy

2016: Out of the total planned funds for 2016 in the amount of 2,7 million denars, 1,93 million denars were executed in the fiscal year, which is a 71% execution.

Annual account of the Budget of the Republic of Macedonia for 2016		2016									% Execution (plan against actual)	
Section 16001		planned				Total planned	actual					Total Actual
Program 1	Subprogram 11	Expenditures from the basic budget	Expenditures from self-financing activities	Expenditures from loans	Expenditures from donations		Expenditures from the basic budget	Expenditures from self-financing activities	Expenditures from loans	Expenditures from donations		
16001 MINISTRY OF EDUCATION AND SCIENCE												
	11 SUPPORT OF THE DECADE AND THE ROMA S	2.700.000	0	0	0	2.700.000	1.926.447	0	0	0	1.926.447	71%
	42 GOODS AND SERVICES	1.423.500	0	0	0	1.423.500	649.947	0	0	0	649.947	
	46 SUBSIDIES AND TRANSFERS	1.276.500	0	0	0	1.276.500	1.276.500	0	0	0	1.276.500	



Source: Budget of the Republic of Macedonia for 2016, Annual account of the Budget of the Republic of Macedonia for 2016

2017: Out of the total planned funds for the fiscal year 2017 in the amount of 7,67 million denars, the amount for the subprogram, on the basis of basic budget is significantly higher, compared to the previous year, 2016, and from 2,5 million denars it reached a value of 7,67 million denars, mostly through goods and services, i.e. contractual services.

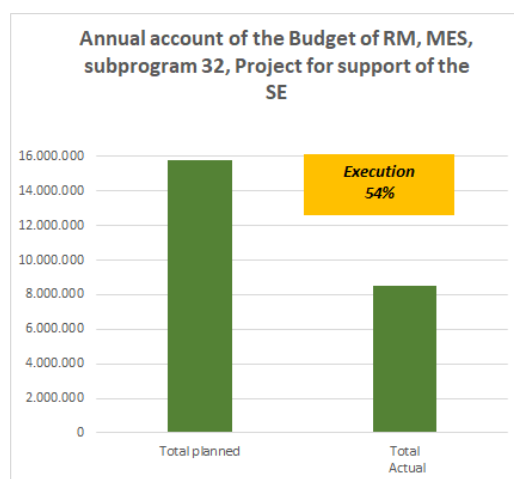
2018: The planned funds for the fiscal year 2018 in the 2018 Budget amount to 7,21 million denars. This value is 6% lower compared to the planned funds for 2017.

Sources of financing: Basic Budget of the Republic of Macedonia through the budget beneficiary MES

2. Subprogram 32 Project for Support of Secondary Education for Roma

2016: Out of the total planned budget funds for 2016 in the amount of 15,79 million denars, of which 6,26 million denars are expenditures from the basic budget of the Republic of Macedonia and 9,54 million denars originate from donations, 8,48 million denars were executed for the fiscal year, of which 6,18 million denars from the basic budget and 2,31 million denars from donations. The total execution is 54%, and in terms of sources of financing, the execution of the basic budget is 98%, and the planned funds from donations are executed with a rate of 24%.

Account of the Budget of the Republic of Macedonia						2016					% Execution (plan against actual)	
Section 16001	planned				Total planned	actual				Total Actual		
	Expenditures from the basic budget	Expenditures from self-financing activities	Expenditures from loans	Expenditures from donations		Expenditures from the basic budget	Expenditures from self-financing activities	Expenditures from loans	Expenditures from donations			
Program 3 Subprogram 32												
16001 MINISTRY OF EDUCATION AND SCIENCE												
	32 PROJECT FOR SUPPORT OF SECONDARY EDU	6.255.000	0	0	9.537.057	15.792.057	6.175.196	0	0	2.308.831	8.484.027	54%
	42 GOODS AND SERVICES	100.000	0	0	5.144.000	5.244.000	46.596	0	0	2.017.231	2.063.827	
	46 SUBSIDIES AND TRANSFERS	6.155.000	0	0	792.000	6.947.000	6.128.600	0	0	291.600	6.420.200	
	48 CAPITAL EXPENDITURES	0	0	0	3.601.057	3.601.057	0	0	0	0	0	



Source: Budget of the Republic of Macedonia for 2016, Annual account of the Budget of the Republic of Macedonia for 2016

2017: Out of the total planned 17,54 million denars as funds for the fiscal year 2017, the funds for Subprogram 32 for support of secondary education, from the basic budget account amount to 11,75 million denars and 5,79 million denars come from donations. The budget for 2017 is higher compared to the planned funds for 2016 by 11% or 1,74 million denars. Both the planned increase of funds from the basic budget and the reduction of the planned funds on the basis of donations are considerable.

2018: The planned funds for the fiscal year 2018 in the 2018 Budget for the program purposes, are in the total amount of 17,35 million denars. This budget for 2018 is allocated in almost identical amounts by sources of funding from the basic budget and from donations.

Sources of funding: Basic Budget of the Republic of Macedonia through the budget user MES and the budget of the Republic of Macedonia through donations.

Priorities

- Raising the level of education of the Roma community at all levels

Data and trends

Code	Indicator	Roma			Total population	Year	Source	Definition
		Male	Female	Total				
Education								
EDU1	Percentage of children attending pre-school institutions							
EDU2	Percentage of children enrolled in primary education	4.797	4.559	9.356			RIPC MES	Absolute value of registered
EDU3	Percentage of students enrolled in secondary education	1.213	884	2.097			RIPC MES	Absolute value of registered
EDU4	Percentage of students enrolled in tertiary education							
EDU5	Percentage of persons who did not finish primary school							
EDU6	Percentage of persons who did not finish secondary school							

EDU7	Percentage of persons who finished primary school			636			RIPC MES	Absolute value
EDU8	Percentage of persons who finished secondary school			283			RIPC MES	Absolute value
EDU9	Percentage of persons who completed tertiary education			16			RIPC MES	Absolute value
EDU10	Percentage of literate people							
EDU11	Percentage of people who attend special schools							
EDU12	Percentage of people who attend segregated schools				Not applicable			

6.3. Priority: Health

Planned range

The 2014-2020 Roma Strategy in the Republic of Macedonia (the Strategy), in the priority area Health, sets out the following strategic commitment: **Continuous improvement of the health status of the Roma community in the Republic of Macedonia**³⁶. In addition to the focus on the Strategy, the national Health Action Plan was revised in December 2015³⁷.

*The problems and the needs that are the subject matter of action of this Strategy are identified in the following subareas: Exercising the rights to healthcare and health insurance, immunization of Roma children, access to gynecological services and antenatal care for Roma women and engagement of healthcare workers from the Roma community*³⁸.

Hence, the following specific strategic (program) goals arise as part of the 2014-2020 Strategy by subareas of action:

- **Subarea of action: exercising the rights to healthcare and health insurance**

Specific strategic goal 1: To establish an effective mechanism for recording infringements of healthcare and health insurance rights of Roma, as well as a mechanism to act upon them.

Specific strategic goal 2: To ensure consistent implementation of the Law on Protection of Patients' Rights.

Specific strategic goal 3: To harmonize the legislation and to affirm the procedures for exercising the right to health insurance.

Specific strategic goal 4: Continuous promotion of legal changes and procedures as well as novelties in healthcare, with regard to the rights to healthcare and health insurance and in accordance with the social and educational status of the Roma.

Specific strategic goal 5: To adjust public health policies in line with the needs of the Roma community.

Specific strategic goal 6: Greater coverage with preventive and primary healthcare services for the Roma community.

- **Subarea of action: immunization of Roma children**

³⁶ <http://www.mtsp.gov.mk/content/pdf/strategii/Strategija%20za%20Romite%20vo%20RM%202014-2020.pdf>

³⁷ http://www.mtsp.gov.mk/content/pdf/dekada/28.7_NAP%20zdravstvo2016.pdf

³⁸ Ibid.

Specific strategic goal 7: To establish and implement mechanisms for continuous identification of non-vaccinated preschool and school-age Roma children and to ensure their regular vaccination.

Specific strategic goal 8: Regular and timely delivery of vaccination invitations in Roma settlements.

Specific strategic goal 9: To raise the level of information and knowledge among Roma parents concerning the process of immunization.

Specific strategic goal 10: To strengthen the role of primary healthcare in the provision of quality healthcare services in the field of reproductive health of Roma, such as family planning, prevention and protection against sexually transmitted infections, prevention of undesired pregnancy and provision of adequate prenatal and postnatal mother care.

- **Subarea of action: access to gynecological services and antenatal care for Roma women**

Specific strategic goal 11: To employ Roma who have completed appropriate secondary and higher education by appointing them to relevant positions in primary healthcare institutions, in preventive teams and in teams of public healthcare institutions of secondary and tertiary healthcare.

- **Subarea of action: engagement of healthcare workers from the Roma community**

Specific strategic goal 12: To employ Roma who have completed appropriate secondary and higher education by appointing them to relevant positions in primary healthcare institutions, in preventive teams and in teams of public healthcare institutions of secondary and tertiary healthcare.

The defined strategic goal as a part of the 2015-2020 NAP is to extend the life expectancy of the Roma population by 2020 with the following expected outcomes: improved access for Roma to integrated, quality, preventive and curative healthcare services, reduced risks and prevented diseases related to the mortality rate among Roma the occurrence of which is more typical of the Roma population, as well as prevention of discrimination against Roma in the access to healthcare services.

In the 2016-2020 Health NAP there is an evident lack of measurable and comparable initial indicators and a vaguely defined time period. In addition, there is a lack of reports on the monitoring of the level of implementation of the measures, and consequently, the achievements are not measurable either. On the other hand, only some of the indicated sources of information and data are available for monitoring and hinder the possibility of any comparison and measurement.

The planned scope of the field of health focuses on two essential results, as follows: 1) improved access for Roma to integrated, quality, preventive and curative healthcare services, 2) reduced risks and prevented diseases related to the mortality rate among the Roma the occurrence of which is more typical of the Roma population, and 3) prevention of discrimination against Roma in the access to healthcare services.

Planned outcomes:

Outcome 1: Improved access for Roma to integrated, quality, preventive and curative healthcare services.

Outcome 2: Reduced risks and prevented diseases related to the mortality rate among the Roma the occurrence of which is more typical of the Roma population.

Outcome 3: Prevention of discrimination against Roma in the access to healthcare services.

Analysis of achievements

Outcome 1: Improved access for the Roma to integrated, quality, preventive and curative healthcare services.

Indicator: The number of Roma who have access to healthcare services, by municipalities.

There are no data on measurable and comparable initial results for 2016 and 2017.

Outcome result 1.1: To increase the type and the scope of healthcare services in the Roma communities.

Indicator: Increased number and type of healthcare services used by the Roma population.

There are no data on measurable and comparable initial results for 2016 and 2017.

Outcome result 1.2: Strengthening the professional capacities of Roma healthcare mediators and other professionals working with Roma.

Indicator: Number of Roma healthcare mediators and other professionals who have completed trainings for strengthening the professional capacities.

Data for 2017 are not available yet. Pursuant to the report on the work of the Roma Healthcare Mediators (RHMs) in the Republic of Macedonia for 2016, a three-month-training for 16 new RHMs in 6 municipalities has been foreseen³⁹.

Outcome 2: Reduced risks and prevented diseases related to mortality among Roma children (0-6 years)

Indicator: Mortality rate among Roma children (0-6 years)

There are no data on measurable and comparable initial results for 2016 and 2017.

Outcome result 2.1: Reduced occurrence of infectious and non-infectious diseases in Roma children up to 6 years of age.

Indicator:

- Percentage of Roma children under 5 years of age, infected by infectious and non-infectious diseases;
- Percentage of Roma children under 5 years of age, with lower body weight;

³⁹ <http://iph.mk/wp-content/uploads/2014/09/lzvestaj-za-rabotata-na-romskite-zdr-medijatori-2016.pdf>

-
- Percentage of Roma children under 5 years of age, with slower growth;
 - Percentage of Roma parents/mothers who recognize the symptoms of pneumonia;
 - Percentage of regularly vaccinated Roma children up to 6 years of age, according to the immunization calendar.

There are no data on measurable and comparable initial results for 2016 and 2017.

Outcome result 2.2: Improved family planning and reproductive health, especially among young Roma women, and developed and implemented measures to protect women's and children's health.

Indicator: Number of Roma women who were provided family planning services.

There are no data on measurable and comparable initial results for 2016 and 2017.

Outcome result 2.3: Reduced morbidity and mortality as a result of chronic non-infectious diseases and dependencies among the Roma population.

Indicator: Rate of morbidity and mortality as a result of chronic non-infectious diseases and dependencies among the Roma population

There are no data on measurable and comparable initial results for 2016 and 2017.

Outcome 3: Reduced number of cases of infringed healthcare and social rights against Roma in the use of healthcare services

Indicator: Number of identified cases of discrimination against Roma in the use of healthcare services

There are no data on measurable and comparable initial results for 2016 and 2017.

Outcome result 3.1: Promotion of the opportunities to report infringements of patients' rights in the use of healthcare services.

Indicator: Number of prepared and distributed promotional materials

There are no data on measurable and comparable initial results for 2016 and 2017.

Outcome/Result according to the NAP	Competent institution	2016 Target	2016 Achievement	2020 Target	% Achievement in relation to 2020	Note
Impact: Improved access for Roma to integrated, quality, preventive and curative healthcare services	Ministry of Health	To increase the number of new Roma who have access to healthcare services by 25%, by municipalities	Not known/Immeasurable	To increase the number of new Roma who have access to healthcare services by 50%, by municipalities	Not known/Immeasurable	The stipulated target has not been reached, there are no basic information and data on the progress and the implementation of this outcome.
Outcome result 1.1: To increase the type and the scope of healthcare services in the Roma communities.	Ministry of Health (MH), Health Insurance Fund (HIF), CSOs/NGOs	Increased number and type of healthcare services used by the Roma population by 10%	Not known/Immeasurable	Increased number and type of healthcare services used by the Roma population by 25%	Not known/Immeasurable	It is not clearly measurable with the provided indicator
1.2. Strengthening the professional capacities of Roma healthcare mediators and other professionals working with Roma	M3, CSOs/NGOs	All 14 Roma health mediators attended trainings	78% is implemented considering that in 2016 there were 11 mediators	A total of 30 Roma health mediators attended trainings	The number of mediators is the same	According to the information from the Ministry of Health, it was announced that the number of mediators in the municipalities with predominant Roma population tends to increase
Outcome 2: Reduced risks and prevented diseases related to mortality among Roma children (0-6 years)	MH, Institute of Public Health of the Republic of Macedonia & Institute for Health Protection of Mothers and Children, PHI Healthcare Center of Skopje, CSOs/NGOs	Reduced mortality rate in Roma infants by 1.5% compared to 2013	Not known/Immeasurable	Reduced mortality rate in Roma infants by 3% compared to 2013	Not known/Immeasurable	There are no basic information and data on the progress and implementation of this outcome
2.1. Reduced occurrence of infectious and non-infectious diseases in Roma children up to 6 years of age.	MH, CSOs/NGOs	6% of the Roma children under 5 years of age have diarrhea, 15% of the children under 5 years of age have slower growth, 30% of the mothers understand the symptoms of pneumonia, Increasing the scope of immunization according to the calendar by 3% compared to 2011	Not known/Immeasurable	3% of the Roma children under 5 years of age have diarrhea, 13% of the children under 5 years of age have slower growth, 60% of the mothers understand the symptoms of pneumonia, Increasing the scope of immunization according to the calendar by 5% compared to 2011	Not known/Immeasurable	There are no basic information and data on the progress and implementation of this outcome
2.2. Improved family planning and reproductive health, especially among young Roma women, and developed and implemented measures to protect women's and children's health.	MH, Institute of Public Health of the Republic of Macedonia & Institute for Health Protection of Mothers and Children, PHI Healthcare Center of Skopje, CSOs/NGOs	Increasing the number of Roma women who received services for family planning by 50% compared to 2012	Not known/Immeasurable		Not known/Immeasurable	There are no basic information and data on the progress and implementation of this outcome
Outcome result 2.3: Reduced morbidity and mortality as a result of chronic non-infectious diseases and dependencies among the Roma population.	Ministry of Health, Institute of Public Health of the Republic of Macedonia, CSOs/NGOs	Reduced incidence of chronic non-infectious diseases by 10% in both men and women, Reducing the incidence of gastrointestinal diseases by 10% compared to 2013	Not known/Immeasurable	Reduced incidence of chronic non-infectious diseases by 20% in both men and women, Reducing the incidence of gastrointestinal diseases by 20% compared to 2013	Not known/Immeasurable	There are no basic information and data on the progress and implementation of this outcome
Outcome 3: Reduced number of cases of infringed healthcare and social rights against Roma in the use of healthcare services.	MH, Commission for Protection against Discrimination, CSOs/NGOs, Ombudsman, Commission for Protection of Consumers' Rights	Reduced number of cases of discrimination related to Roma access to healthcare services by 50%	Not known/Immeasurable	Reduced number of cases of discrimination related to Roma access to healthcare services by 80%	Not known/Immeasurable	There are no basic information and data on the progress and implementation of this outcome
Outcome result 3.1: Promotion of the opportunities to report infringements of patients' rights in the use of healthcare services.	MH, Institute of Public Health of the Republic of Macedonia & Institute for Health Protection of Mothers and Children, PHI Healthcare Center of Skopje, CSOs/NGOs	At least 5,000 printed materials	Not known/Immeasurable	A total of 20,000 printed materials	Not known/Immeasurable	There are no basic information and data on the progress and implementation of this outcome

	Without an achievement or a small achievement, below 50%
	Partial achievement, over 50% up to 80%
	Significant or complete achievement, over 80%
	Unknown or immeasurable

Recommendations

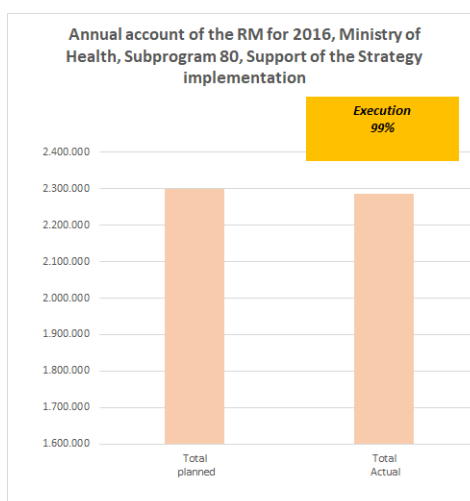
1. Harmonization of data on the basis of nationality among different institutions (policy maker and implementer of policies and measures) by means of adequate record keeping;
2. Regular monitoring report on the achievements of the goals and the results of the Health NAP;
3. Creation of available data that help to measure the performance indicators of the NAP;
4. Complete implementation of NCB's role in terms of planning, coordination and monitoring of the Strategy in the field of health;
5. Increasing the number of health mediators in the municipalities inhabited by a significant percentage of Roma population;
6. Health data for the purposes of measurability and monitoring of the NAP implementation;
7. Provision of free healthcare services for people without documents because they are socially vulnerable and in need of healthcare services.

Budget plan vs. Actual implementation

1. Subprogram 80 Support of the Implementation of the Roma Decade and the Roma Strategy

2016: Out of the total planned funds for 2016 in the amount of 2,3 million denars, 2,29 million were executed in the fiscal year, which represents a 99% execution.

Annual account of the Budget of the Republic of Macedonia for 2016					2016										
Section 19001					planned					actual					
Program 1	Subprogram 11	Expenditures from the basic budget	Expenditures from self-financing activities	Expenditures from loans	Expenditures from donations	Total planned	Expenditures from the basic budget	Expenditures from self-financing activities	Expenditures from loans	Expenditures from donations	Total Actual	% Execution (plan vs. actual)			
19001 MINISTRY OF HEALTH															
	8	2.300.000	0	0	0	2.300.000	2.286.548	0	0	0	2.286.548	99%			
	80	2.300.000	0	0	0	2.300.000	2.286.548	0	0	0	2.286.548				
	42	2.000.000	0	0	0	2.000.000	1.986.548	0	0	0	1.986.548				
	46	300.000	0	0	0	300.000	300.000	0	0	0	300.000				



Source: Budget of the Republic of Macedonia for 2016, Annual account of the Budget of the Republic of Macedonia for 2016

2017: Out of the total planned funds for 2017 in the amount of 3 million denars, the annual account of the Budget of the Republic of Macedonia for the fiscal year 2017 has not been prepared yet. A response of the RIPC is expected with regard to the amount of realization. The budget for 2017 is by 0,7 million denars higher compared to the planned budget funds for 2016.

2018: The planned funds for the fiscal year in the Budget for 2018 are in the total amount of 3,22 million denars, which is an increase by 7,2% compared to the planned funds for 2017.

Sources of financing: Basic Budget of the Republic of Macedonia through the budget beneficiary Ministry of Health.

Priorities

- Continuous improvement of the health status of the Roma community in the Republic of Macedonia;
- Exercising the rights to healthcare and health insurance, immunization of Roma children, access to gynecological services and antenatal care for Roma women and engagement of healthcare workers from the Roma community.

Data and trends

Code	Indicator	Roma			Total population	Year	Source	Definition
		Male	Female	Total				
Healthcare								
HEA1	Percentage of people with access to health insurance							
HEA2	Percentage of infant mortality				11,9	2016	State Statistical Office, Yearbook, Population	Percentile, , Deceased infants in 1000 live births
HEA3	Life expectancy at birth				75,4	2016	State Statistical Office, Yearbook, Population, years	Life expectancy at birth

7. Consultation process

Perceptions of the CSOs by focus groups

The consultation process with regard to the implementation and the evaluation of the implementation of the 2016-2020 Roma Strategy and the National Action Plans, according to the viewpoints of the civil sector (CS) that works on the promotion of the situation of the Roma in Macedonia in the priority areas set out in the Strategy, is generally weak and insufficiently transparent.

Most of the organizations and their representatives who participated in the focus groups (FGs) are not familiar with the institutional set-up of the system for implementation and monitoring of the implementation of the Roma Strategy. This includes poor knowledge on the existence of the NCB, its role, but also on the process of selecting members of the civil sector in this inter-ministerial body.

On the other hand, the organizations that are familiar or are partially familiar with the role and the membership of the CS in the NCB, consider that the selection was not conducted in a transparent manner or by means of consensus of the CS. According to their proposals, the CSO representatives are to be selected following a transparent process that will be inclusive at the same time. A necessity and a proposal emerged with reference to possible changes of members, and a need of their rotation, that is, replacement of representatives after a certain period of time. The CSOs highlighted that the selection of representatives was non-inclusive and self-selective without representativeness i.e. the scope of the involved organizations that are a part of the civil sector is limited by a special focus on the limited involvement of organizations from all parts of the country. Regarding the selection of new members of the NCB, the CSOs stated that at a meeting organized by the Minister without Portfolio, it was suggested having these members selected by means a public call.

The role of the representatives of the CS in the NCB is not clear, but, nonetheless according to the general perception, it is also assessed as inefficient. In correspondence with the perception of the CSOs, it is considered that the NCB does not take measures, or more precisely, it does not fulfill its coordinative role, and when it comes to CSOs representation, there is an evident deficiency of decision-making power by the representatives in order to demand greater efficiency and effectiveness in the implementation of the measures. The CSOs are not acquainted with the specific issues, the topics from the meetings of this body, and the conclusions from the meetings of the NCB.

The National Action Plans, along with the priorities, are generally considered outdated and/or irrelevant i.e. they do not correspond to the actual needs as they are defined. They are not clear and they rest on inadequate outputs and outcomes.

With respect to the cooperation of the CSOs and the ministries competent for the Strategy implementation, it was indicated that the Ministry of Labor and Social Policy and the Directorate for Development and Promotion of Education in the Languages of the Communities (Ministry of Education and Science) have the best cooperation.

When it comes to the consultations on the implementation of the Strategy and the National Action Plan on Health, the present representatives of the organizations pointed out that the cooperation with the NCB and with the other line ministries is relatively weak. Their experiences indicate that less time and attention has been dedicated to the priority area of health compared to the other priority areas.

Employment

In accordance with the perception of the group of civil society organizations that work on the issue of Roma employment and access of Roma to government employment programs, this focus group pointed out that the 2014-2020 National Action Plan on Employment is an outdated document that does not reflect the real needs of Roma in the priority area of employment.

The CSOs are not informed whether consultations and working meetings with the chambers of commerce in Macedonia that have a vital role in the identification of the requirements of the labor market have taken place during the process of creation of the NAP. As indicated by the CSOs, the cooperation with the business community is important in order to identify the needs of human resources. On the other hand, the cooperation with the EARM is also a relevant factor in order to identify the unemployed Roma, their education and qualifications. According to the CSOs, the cooperation between the CSOs and the EARM has been relatively low so far, and the cooperation with the Employment Centers at a local level is even lower. The CSOs consider that a change is necessary even in the process of budget planning for implementation of the Roma Strategy. Namely, the changes that occurred over the last year are not considered in the budget, nor the reports drafted by the CSOs. The COSs suggest that the Employment NAP is to be subject to change⁴⁰, to comply with the planned strategies, measures and plans for labor market promotion.

According to the civil sector, the Roma Information Centers located in twelve municipalities with a significant number of Roma residents do not entirely fulfill the role for which they were established. The RICs are obliged to submit a monthly report to the MLSP as a competent institution. Nevertheless, the contents of these reports are based on information and data from the CS.

The level of information that the Roma receive on the use of active measures remains low, same as the level of knowledge on potential beneficiaries and eventual benefits from the regular registration in the EARM. The CSOs themselves, which inform the Roma community, are relatively slightly aware of the existence or non-existence of differences in the status of an active and other (passive) job seeker. Namely, all persons who are registered in the EARM as job seekers, regardless of whether they are active or passive job seekers, have an open opportunity to take advantage of these measures. Still, the possibility to use the active measures is limited if the person (active or passive) did not register in due time in order to maintain his/her status of a job seeker. This person is being deleted from the system of records in the EARM and is forbidden to re-register for one year. For the purpose of creating efficient active employment measures, consultations with CSOs and respective measures and policies are required, as well as application of their previous surveys that are directly related to the labor market.

The services offered by the EARM aimed at increasing the knowledge of unemployed persons, which includes English language courses and computer skills training, are not organized at the level that would enable access to all persons equally. The organized trainings usually take place in the premises of the EARM, thus hindering the access for certain persons, especially the social relief beneficiaries or people at the poverty threshold,

⁴⁰ There is a revised Roma Strategy from December 2015 that has not been presented to the Government for adoption. This version of the Strategy differs from the adopted version primarily in the definition of key areas, and with the exception of employment, education, housing and health, this version also includes a part on the inclusion of Roma women. Another fundamental difference in relation to the adopted version of the Strategy is that the revised version does not contain a section on culture.

due to the venue of the training. On the other hand, there are cases when unemployed Roma who receive social relief, are forced to attend these trainings, otherwise their social relief will be revoked. A group of CSOs consider that apart from being inefficient, such an approach also does not provide equal opportunities for all people. The CSOs suggest conducting the training in the premises of CSOs that are located in places with a larger number of Roma residents in order to facilitate the access to trainings.

Some of the organizations that were a part of the FGs consider that in spite of their efforts to inform small and medium-sized enterprises to take advantage of the measure of subsidized jobs in the private sector, they are not familiar with this measure. In places with a large percentage of Roma people, small enterprises are the most numerous. Their past experience with the business community is based on a lack of interest by enterprises. These enterprises are mostly family-run businesses that were not open to provide additional employments or small enterprises that do not yield high profits that would enable them to provide a sustainable job. Moreover, a very small number of enterprises use the measure of micro-credits for additional employment due to the indicated conditions, which are complex and difficult to accomplish. The CSOs consider that the measure on the use of micro-credits for additional employment by legal entities requires changes to the qualification requirements, such as prolongation of the age limit for the persons that can be hired by the company.

Housing

A group of civil society organizations is engaged in certain geographical areas throughout Macedonia to help citizens in the process of legalization of their homes by providing information and assistance in the conduct of the legalization process. In the past, this was mainly done with the financial support from donor funds and by means of project activities. Household support is considered important, however, such assistance through project activities that are entirely and exclusively conducted by civil society organizations, has its consequences, such as: initiating processes for the citizens and a perception among end users that they are left in the “middle” of the process without completing the procedure.

The legalization process of homes mostly depends on the efficient implementation of the procedures by the competent institutions, usually the units of local self-government. This approach derives from a situation when citizens are guided through the procedures without being aware of the procedures and the steps in the process, so once the project is withdrawn, they are “powerless” to complete the process, and the LSGU itself is in a position of possible internal selection and prioritization of specific cases.

According to the CSOs in the past years, about two thousand cases for legalization of homes were submitted to several LSGUs and the exact rate of settled or pending cases is not known. According to the CSOs, the percentage is relatively low at a national level. There are exceptions when the percentage of settled cases is satisfactory and largely completed, except for procedures that require additional processes.

A new donor project commenced this year (2018), which aims to initiate approximately three hundred cases by 2020. These processes are to be conducted by simultaneously guiding the customers/users through the process, so that they can continue and complete the process upon completion of the project activities.

The CSOs consider that the program on social housing for Roma does not cover a sufficient geographical area. In their opinion, in certain areas the number of social housing apartments corresponds proportionally to the number of Roma in that place. However, there are views and doubts in regards to the possible ethnic affiliation of the declared number of Roma, as well as the adequacy of the choice. Furthermore, it is thought that people (potential beneficiaries) are not familiar enough with this opportunity, but this is mainly highlighted in

geographical locations where there is no/there has been no construction of social housing apartments in recent years.

At specific locations (LSGUs), the non-existence of adequate detailed urban plans also prolongs the process and the possibility of building social housing apartments.

When it comes to infrastructural projects through capital grants to the LSGUs, generally the CSOs do not have any information. However, according to certain conclusions, the lack of adequate procedures and criteria for project selection is highlighted because they are selected and carried out on the basis of discretionary agreements and decisions between the central and local government.

Education

According to the attitudes of some of the group participants, it was pointed out that the data available to the Directorate for Development and Promotion of Education in the Languages of the Communities within the Ministry of Education and Science and the field data available to civil society organizations, do not correspond at all. It was further stated that the competent institutions are not open enough to share information. Some of the CSOs working in the field of preschool education noted that in 2016/2017, a total of 533 children were enrolled in preschool education. Moreover, the preschool education project has been implemented in 19 kindergartens, providing employment for 18 Roma nursery school teachers so far.

Additionally, in the focus groups it was mentioned that in the past period there has been no increase in the number of children in preschool education due to problems in the implementation, i.e. absence of a coordinator for the project "Inclusion of Roma Children in Preschool Institutions – Kindergartens", as well as due to the change resulting from the exclusion of the CSOs from the project and the involvement of individual mediators. This change hurdled the process of increased enrollment of children in preschool education. According to the CSOs, this project is considered very successful because of the raised awareness among parents regarding the need and benefit of enrolling children in preschool education.

The CSOs are of the opinion that the level of impact of children's enrollment in preschool education also depends on the number of births in a specific year. For this reason, the number of enrolled children in kindergartens does not increase. An additional fact that was emphasized by the organizations regarding preschool education is the emigration of the Roma population to western European countries and the problems of persons without personal documentation, which is still a common phenomenon. The CSOs pointed out that in the municipalities where there are several kindergartens, Roma children involved in the project for inclusion of Roma children are "concentrated" in only one kindergarten. An additional problem in the drop-out of children was the problem of the organized transport of children to the kindergartens. Some of the municipalities have not implemented a procedure for public procurement of transport services, which means that children cannot reach the kindergartens because in some municipalities they are located several kilometers away from the children's place of residence.

The participants stated that the nursery school teachers' status of employment is solved, however, it is necessary to increase their number especially if an increase is expected with regard to the number of Roma children who will attend kindergartens. Moreover, the CSOs emphasized the problem of limited spatial capacities of some kindergartens, which curbs the access for more children. In this context, the participants recommended greater utilization of the capacities of organizations registered as daycare centers for early childhood development because they have licensed nursery school teachers, teachers and class

teachers. Having in mind all of this, the state is to establish a mechanism for undertaking or extra-institutional support to ECD centers.

The participants in the focus group pointed out that as a result of the visa liberalization, the CSOs are facing problems in identifying the real number of emigrated Roma within the scope of their work. The number of enrolled children in primary school varies on a monthly basis. Simultaneously, in the past period, many Roma children return (after their attempts to emigrate) and they face reintegration problems when enrolling in primary school, as well as problems with the recognition of certificates on completed education.

A research is under way to determine the status and number of children who need reintegration in the educational process. A significant problem that the participants put forward in the discussion was the nostrification and the recognition of certificates due to a lack of financial resources because sometimes it is a matter of several children in the family and certificates from several school years.

Some of the CSOs pointed out that the division into regions in primary education is not adhered to and it leads to segregation of Roma children in some elementary schools.

Health

According to the views of the representatives of the CSOs with regard to Roma healthcare and health insurance in the Republic of Macedonia, an improvement in the results compared to the previous period has been observed, but at the same time they do not have official data regarding the extent of the improvement. Although there are many uninformed Roma, the organizations are dedicated to the provision of information to Roma, about their health rights and services that are free of charge.

As these organizations state, information is spread to other Roma who previously did not have any information about their rights in terms of healthcare services. By doing so, they achieve a much larger scope and they create citizens who are aware of their rights, who know their rights and exercise them. A remark regarding this impact is its continuity and sustainability, as these effects are greatest as long as there are projects and project activities in the field of health, but once the projects are completed, organizations consider that the number of users of healthcare services is decreasing.

The organizations are of the opinion that the persons without personal documentation are a special target within the population which requires more efforts. Most organizations that work on this issue on a long-term basis, have concluded that these people have serious health problems but do not have access to healthcare services. Roma Health Mediators (RHMs) have a database that they prepare on the basis of field visits, and note that there are people in need of health insurance or healthcare services. In terms of this problem, the organizations suggest creating temporary IDs that will help these people use healthcare services.

Since 2012, with the beginnings of the RHM, the number of Roma with health insurance has been growing. With the commencement of the operation of the RHM, and with the preparation of sixteen mediators for eight municipalities, for the time being there are only twelve RHMs that serve the people in the municipalities that have a larger number of Roma population. Out of these twelve RHM, two mediators cover the territory of the Municipality of Shuto Orizari and Topana in the Municipality of Chair.

The representatives of the CSOs within the focus group consider that the RHM is an important community chain in the field of health because they work directly on the ground with the users. The RHM draft annual reports that are a resource with detailed data on the number of Roma people covered by the program and the number of Roma people with

health insurance (the report for 2017 is still being prepared). The main recommendation of the organizations is to make sure that the RHMs are systematized (this refers to the employees as a part of the public sector) because the community needs a RHM. In 2016, the mediators acquired the qualification of specialized mediators. Although there is no clear way of systematizing mediators, there are options to systematize them as patronage nurses or healthcare workers. Hence, the organizations believe that by systematizing the RHM, they will not depend on projects and donations.

In line with the opinions of the representatives of the civil society organizations within the focus group on health, they also pointed out that many of the activities envisaged in the action plan on health are very unlikely to be implemented because of the short period for complete implementation to achieve the goals of the action plan.

As one of the numerous activities, for example, the representatives noted the activity of the NAP. 1.1.3. *Employment of medical staff from the Roma population: middle medical staff (nurses and technicians) and Roma who graduated from the medical, dental and pharmaceutical faculties in the field of public health, especially in the communities where the Roma population prevails.* The representatives do not know about the implementation of such an activity and such employment.

The organizations also indicated that the sensitization of the medical staff for the Roma is very weak and that there is still structural discrimination in the healthcare institutions in the Republic of Macedonia. The representatives also indicated that all patients are equal and that there must not be different treatment and ethnic profiling of Roma by the medical staff. In addition, some of the representatives of the organizations emphasized that based on their experience so far, the negative narrative is usually created by the healthcare workers, and the lack of information among the Roma was usually used for such treatment, that is, a negative narrative.

One of the main factors for maintaining the high percentage of immunized Roma children are the RHMs. The field work and timely response of the RHMs facilitated the immunization against measles of a significant number of children from the Municipality of Shuto Orizari. Thus, an epidemics was prevented and the persons infected by measles were mobilized in due course. The only source of data that refer to healthcare and the Roma are the annual reports of the RHMs which contain detailed data on their field work.

During the focus group, some of the representatives noted that starting from 2005 to present day, there are no tangible results, especially in the field of health. Although the implementation is at a very low level, the organizations emphasized that the MLSP is open to listen to the identified problems of the organizations, and it makes attempts to take actions for solving the problems.

Regarding the national action plan, apart from the focus and outcomes of the existing plan, the organizations emphasized that there are other open healthcare issues that pose a challenge for the Roma in the Republic of Macedonia.

8. Priorities in the civil sector and context

In the past period the civil sector in Macedonia has been operating in a rather complex context. In the Progress Report of the Republic of Macedonia for 2015, the country was described as a “captured state”. This period is accompanied by a prolonged political crisis and a change in the executive power after more than a decade. Such conditions, regardless of the area of activity, represented a major obstacle to the functioning of the civil sector in Macedonia, especially taking into consideration the support of active democracy and the rule of law, where CSOs have the opportunity to make suggestions and to actively participate in the policy-making of local and central policies.

Having this constellation in mind, the political priorities were not clear, and the decisions were ad-hoc and without prior strategic planning. Hence, the civil sector working in the area of Roma integration and promotion of the conditions for the Roma in Macedonia, was also exposed to pressures while the strategic priorities of the state remain unclear.

After almost one year and the country’s commitments and efforts for greater citizen participation in the decision-making process, a number of measures were taken related to the preparation and adoption of a significant number of strategic documents as priorities for reforms driven by the need of accelerated ‘hurry’ towards the European Union.

Hence, the voice of the civil sector clearly indicates the need to improve the national priorities when it comes to the Roma Strategy in the Republic of Macedonia in the following period, but it also lays stress on the need of greater accountability and responsibility for the work done.

The priorities according to the civil sector remain the same (according to the focus groups), however the measures and the activities are partially or completely outdated and they are not based on the real situation, therefore their promotion and modification is required.

According to the memorandum of the platform “My Voice My Responsibility”, 40 Roma organizations generated priorities that are the main focus for these organizations. The Roma organizations identified the following priorities:

1. Education of the Roma community for participation in the creation of public policies;
2. Observation of election processes;
3. Ensuring transparency and accountability;
4. Securing the priorities for the Roma community in the programs of the political parties.

9. Conclusions

- ✓ The institutional positioning for coordination, implementation and monitoring of the Roma Strategy along with the National Action Plans has not been an efficient mechanism for monitoring the progress of the priorities for a long period due to a number of reasons, such as the lack of an internal monitoring system, a vague system of responsibility and accountability, powerless coordination among the ministries in the process of implementation and political support.
 - ✓ The National Coordinative Body with an expired mandate does not function operatively, and does not have clear guidelines and power to make changes, thus its role of monitoring and providing guidance for improvement is not fulfilled.
 - ✓ The budget implications related to the implementation of the subprograms seldom reflect the needs. Rather than this, they represent a reflection of political bargaining power, and in conditions of a systemic lack of adequate systems for performance monitoring (both in terms of budgeting - performance budgeting and in terms of implementation - performance measurement), it is essential to establish a system for monitoring the level of implementation of the Strategy, that is, the achievements and outcomes.
 - ✓ The civil sector is not familiar with the possibility of participating in the NCB nor with the manner of nomination and selection of its members. The members of the institutions are usually long-term members who are also not familiar with the duration of their mandate and state that the meetings of this coordinative body basically indicate and describe situations without a possibility to overcome the obstacles and the challenges (*inter alia* the necessity of increased funding as well).
 - ✓ The Strategy and the national action plans are to be revised, both with regard to their essence and their technique.
 - ✓ A segment of the measures in the national action plans in all priority areas depends on the opportunities of the civil sector, but also on donor funds, which makes the process disorganized, difficult to monitor and creates an environment with a lack of responsibility.
- ✓ Employment:
 - A relatively low number of Roma who use the services of the EARM and the employment measures in relation to the total number of users at a national level;
 - The absolute number of Roma registered in the last three years who have been unemployed for a long period of time (waiting for employment for one or several years) has been increasing, same as their share in the total number of long-term unemployed persons in the Republic of Macedonia (from 5.3% in 2015 to 6.5% in 2017);
 - The target for the percentage of unemployed Roma for 2016, which was 4.7% of the total number of unemployed persons, according to the EARM was 5.1% at the end of the year, and it has been increasing rather than decreasing, and for 2017 it is 5.2%, although the absolute number of unemployed Roma people decreased in the period from 2016 to 2017;

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- The target for an improved access to employment programs for 2016 for the Roma population was overcome and it is likely that if the trend continues, the target will be reached by 2020.

✓ Housing:

- A significant segment of the measures depends on the possibilities of the civil sector, but also on donor funds, especially when it comes to legalization of homes, which makes the process disorganized, difficult to monitor, and creates an environment with a lack of responsibility for the (non)implementation;
- There are no clearly defined rules and criteria for allocation of earmarked capital grants to the LSGUs according to the subprogram for implementation of the Roma Strategy under the competence of the Ministry of Transport and Communications;
- Lack of proactive and prior identification of priority infrastructural/communal priorities of the LSGU;
- Inefficient use of public resources from loans that generate costs in the budget through interest rates in the long run;
- Lack of a database for social inclusion according to the Strategy and regular updating of the database that refers to the integration of Roma in the Republic of Macedonia, which would be an obligation of the NCB, and where information will be collected at both national and local level.

✓ Education

- The number of scholarship holders for secondary and higher education has been increasing;
- Lack of data on primary and secondary education on a national basis, the data available to the Ministry of Education and Science (MES) and the Directorate for Development and Promotion of Education in the Languages of the Communities correspond to the language of instruction. Hence, it is difficult to measure the number of Roma students who complete secondary education;
- Some of the targets stipulated for 2020 have already been reached in 2017, the remaining activities have a trend to reach the target by 2020;
- The Directorate for Development and Promotion of Education in the Languages of the Communities does not prepare an annual operational plan that refers to the implementation of the Roma Strategy. The Directorate participates in the drafting of strategic points of the Education Strategy directly through the MES with its proposals.

✓ Health

- The monitoring of the measures in the field of health is difficult because they are almost immeasurable and there are no data and information on the level of implementation of the NAP;
- Lack of data and information on the achievements in the field of health;

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- The clearest goal in the implementation of health measures are the Roma Health Mediators;
 - The need of health mediators is indispensable in municipalities where a significant number of Roma reside;
 - A greater commitment on the part of the NCB to revise and monitor the NAP is required;
 - People without documents, being one of the vulnerable groups, have the greatest need of healthcare services because they are socially disadvantaged and therefore these people should be in the focus.

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